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# Human Development News

**HDS: Working with State and Local Agencies to Create Caring Communities**

## Productivity in Government: It *Can* Work

by Jackie Comola

Cut backs in revenue sharing, the return of rights to the States, reassignment of public services . . .

These headlines of the day affect a broad spectrum of America. But for the public sector they have special significance. Few of these "new duties" delegated to the States will have monies as an accompanyment.

For this reason, the public sector at the State and local level must pay attention to productivity improvement. In many cases it is the *only resource* for *survival*.

But is it possible to apply the concept of productivity in the public sector? After all, it deals primarily in the generation of knowledge and the delivery of services. It doesn't operate on a "bottom line" measure of profitability.

**Opportunities**

As the State and local sector assume more and more authority, there is more reason for accountability mechanisms and more reason to use systematic approaches for improvements. These levels of the public sector make up a significant part of our economy, accounting for 13 percent of the Gross National Product in 1979. One out of every six persons in the workforce today is a public sector employee. State and local employees comprise 80 percent of all public employees.

If the negative barriers can be removed or avoided and positive incentives promoted, State and locals have an opportunity to make improvements which can reduce costs, improve efficiency, and enhance program effectiveness.

What can and is being done in the public sector to improve productivity?

First, the task of measurement must be tackled. In an effort to do this, techniques once used only in manufacturing industries are now being applied in the public sector. For example, every occupation in the Federal government is required to have written performance standards. These standards can provide individual productivity measurement data.

Another private sector technique, operational analysis, is also being used. The technique asks *why* procedures are needed, as well as *how* they are implemented, and can lead to questions on policy decisions.

**Incentives**

Another way productivity improvements can be encouraged is by *providing incentives for improvement*. Incentives should be approached from two levels—the individual and the organization. Few individuals are motivated to improve performance without some form of reward or recognition.

• Incentive programs could be established which reward and recognize managers and employees for productivity improvement. These could be bonus pay, salary increases, time off, job enrichment, increased responsibilities and more meaningful work.

A word of caution. Such incentives must be based on credible measures of performance and accomplishments must be compared against these measures.

An incentive that the American Productivity Center has found works well to improve productivity is *employee involvement*—the participation of employees in decisions affecting their area of work, in how that work gets done, in how their work performance will be measured, in how those measurements are established, and in how they will be rewarded or recognized for their work performance. A recent (1979) survey entitled "Worker Attitudes Toward Productivity" conducted by the Gallup Organization for the U.S.

*Continued on back page of this section*

## Beyond Turf Battles Working Together

by Alice Fogelberg

Turf battles have the same status in our daily conversations as sex and death—most people do not discuss them openly. Yet, whether we are actively involved in the battles or choose not to acknowledge them, turf issues affect what we do, whom we work with and the effectiveness of our efforts.

It makes no difference whether one serves on a neighborhood water board, whether one waits tables in a restaurant, or whether one is climbing the corporate ladder. Wherever there is an organization, one is bound to find competitiveness, self interest, or "politics." Human beings are motivated by complex forces: drives for security, power, control, recognition, along with more altruistic needs to serve, protect or help disadvantaged segments of the population. Sometimes these conflicting drives result in "turf protection" behavior, which creates inefficiency and stress and tends to produce results that are counter to the organization's stated goals.

Initially, we conducted a research project to determine which regulations, requirements or mandates were creating barriers toward cooperative activity among State and local agencies. While it was discovered that certain regulations (and varying interpretations of those regulations) made coordination efforts difficult, the real barriers were caused by people instead of regulations.

Our report emphasized the particular dynamics that facilitiate cooperation among agencies and organizations, so that these principles can be duplicated elsewhere on State or local levels.

At the very least, they contribute to efficiency and cost effectiveness and improved services to the clients whom the agency is there to serve. In addition, administrators and staff are happier and less "stressed" when they have good working relationships with other organizations and agencies.

Several factors have been isolated and analyzed as to how they contribute to barriers or opportunities to cooperative activity. These are Co-location, Joint Funding Approach, "Tradeoffs," Issues as a Catalyst for Cooperation, Communication, Regulations, and Leadership. It is hoped that the concepts presented might trigger other ideas in the reader's mind that could be added to the compilation of experiences reflected in our report.

**Co- location**

The survey revealed that agencies sharing the same building and/or organizational structure demonstrated a high level of cooperative activity. Generally, all of the agencies participated in planning, training, providing services and other activities. The staff of each agency was familiar with the programs, goals, mandates, and limitations of the other agencies. This familiarity tended to eliminate illusions or misconceptions about what another agency could (not) or should (not), be doing.

Co-location offers the potential for much cooperative activity, particularly collaboration on planning and implementing projects. However, it may be difficult to duplicate. The logistics of locating office space large enough to accommodate staff from other programs may present a problem; and some programs may be reluctant to share or

associate their identity with another agency unless that agency is perceived as having a favorable reputation and good working relationships.

Another drawback is that as professional relationships between staff become personal through continued contact, healthy or

*Continued on back inside page of this section*

HE 23.10:

# 42 Years of Volunteerism

by Lisa Sutton

"I can beg for others, and for my dog 'Baby', but I can't beg for myself," said Lucille Gorman, an 89-year-old woman who currently resides in Hillside, MD, and who has been voluntarily helping others since 1937.

Mrs. Gorman, who insists on being called Lucille, lives solely on social security. "She's poor because she wants to be poor," according to Mary Anstead, her close friend.

Lucille has a deteriorating retina problem and is hard of hearing, however, she continues to rise each morning at 2:00 a.m. to clean her tiny apartment and to help those in need. When asked what her secret is Lucille explained, "I drink lots of coffee, V-8 juice, and cola."

Lucille became involved in human services 42 years ago. She was asked by a friend if there was anything she could do for a mother whose five children had no shoes. Lucille did some extensive searching and received help from St. Dominic's Church of Washington, DC and from local merchants.

Since then Lucille has been aiding people in getting furniture, clothes, food, transportation, medical assistance, legal aid, and welfare assistance.

The Red Cross, local fire and police departments, Knights of Columbus, local doctors, lawyers and churches, to name a few, refer Lucille's telephone number to people whose questions they cannot answer. She then seeks assistance for these people through her numerous contacts. When legal aid is needed the response is swift. "I know the lawyers to whom I refer them," she said, "they're friends of mine."

"Lucille's living room is usually filled with food, clothes, and odd pieces of odd kinds of furniture," Mary Anstead said. Her many friends help to distribute the goods which are donated.

Lucille also did volunteer work for the hotline Help-by-Phone 17 years ago. However, her failing eyesight meant she could not write out her reports. She then began her own hotline and averages between 25 and 30 calls per day.

Lucille is well known by many local and Federal officials. John McHale, chief of police for Prince Georges County, calls and visits her often to make sure everything is all right.

Lucille knows the Jimmy Carter family personally and has had lunch at the White House with the former President, Mrs. Carter, and Amy.

In 1954 Pope John XXIII gave Lucille a picture of himself with a written blessing on the back of the picture. Unfortunately, the picture and blessing were one of the possessions stolen during a nighttime burglary while Lucille was sleeping.

In 1971 she received a commendation from President Nixon which read: "In recognition of exceptional service to others, in the first American tradition."

In addition, Lucille was awarded the Liberty Bell Award by the Prince Georges County Bar Association for outstanding public service.

In spite of all the honors she has received, she had no ambitions for herself. "She couldn't care less about herself," emphasizes Mary Anstead.

Lucille Gorman continues to devote her heart and time to other people as she has done for almost half a century. ■

*Lisa Sutton is a senior at Assumption College in Worcester, MA. Ms. Sutton is currently an intern in the HDS Office of Public Affairs.*

# Utah's "Workfare" Program Works

For more than 25 years, Utah, like several other States, has required recipients of the State-funded General Assistance Program to be involved in work experience in order to qualify for their monthly checks.

But in 1974, the Legislature passed a law which extended that requirement to all persons on welfare.

"We believe that Utah is the first in the nation to set up a program which picks up those persons whom WIN (Work Incentive Program) can't help for one reason or another and offers them jobs that provide training and experience while they are on welfare," said Norman Angus, Deputy Director of the Utah Department of Social Services.

He added that over the last few years, the State and its individual sponsors have increased their concentration on WIN training programs in order to reduce the numbers on the Work Experience and Training Program.

"The programs are not duplicative," he said. "People on welfare who are employable must register for WIN. But if that program has no job or job-training slots available, WEAT takes over. We try to match jobs with skills, but when that isn't possible, we do the next best thing. It isn't intended to be a punitive program. Its purpose is to give people who are unemployed for a long time a reason for getting up in the morning; a sense of dignity and independence. Of course, it saves money. That's an objective, too. In the first few years, it used to save the State about $500,000 a month. Now, with more intensive emphasis on long-term employment through WIN, it's about half, I'd say. I don't think that's a record to be ashamed of."

Since the program began, Utah has had letters from almost all 50 States asking about its immediate effectiveness and long-term goals. Spain, Canada and several Latin American countries have also asked for details of the program.

Individuals who have benefited from it have written to say things like:

"Welfare saved me when I needed it, but now I don't need it anymore."

"The greatest thing about being off welfare for my kids is that they get $2 a week to pay for a hot lunch at school instead of taking a handout."

The program has also had its critics.

The State is still trying to recover more than half a million dollars from the Federal government to cover the cost of running the program for nearly two years (July of 1975-1976) before it gained Federal approval.

Others have said that some of the jobs it offers are menial, dead-end jobs that do not prepare participants for real employment.

Neither Angus nor Usher West, coordinator of the Utah program, contend that all jobs are exactly right for each applicant.

"But we've got to be doing something right," West says. "In those early years, many of the people assigned to sponsoring agencies were eventually hired by those agencies. About 27 percent of the people in the program found permanent employment. That might sound low until you realize that these were people thought to have no skills and for whom there was no opportunity."

Some do drop out. The required 96 hours of work each month were more than some thought they could invest and still look for work. Others asked that their cases be closed (and dropped from the welfare list) because they disagreed with the work requirement.

West defends the system.

"It's not unreasonable," he said, "when you consider all the exceptions to the rule."

Those excepted include mothers with children under the age of 6, the disabled and those needed to care for the disabled as well as other individual cases who for equally good reasons are unable to work.

Those who do participate in the WEAT program work as community organizers, teachers aides, assistance-payments eligibility workers, receptionists, janitors, journalists, maintenance workers, carpenters, road crew workers, builders and youth counselors.

"We utilize private non-profit agencies for work assignments in addition to the State, local and county government," West said.

People's Freeway, an inner-city community organization is one of the program's largest sponsors. Dorothy Pulley, director, pointed out the contribution of the workers to the community.

"We don't have funds to employ a large staff," she said. "Before the WEAT program, many needs went unmet. I use WEAT workers to supplement my staff as community organizers. They have even revitalized and repaired our building. It was a complete restoration that included painting, carpentry, cupboards, carpets and even the plans."

The Salt Lake Community Action Program cited another example. Funds were available to buy insulation for the homes of elderly persons, but the agency didn't have the money to hire workers to install it. An all-woman carpentry team of WEAT workers did the work.

The Utah Department of Transportation estimated that the use of WEAT workers on its road crews saved taxpayers $87,383 in a single year.

The Salvation Army, school principals and the Utah Issues Information agency (a low-income advocacy group) were among the sponsors who wrote Utah's Social Services Department in praise of the program.

"Our sponsors are our best advertisers," West said.

That may be true. But then you can also read the letter from a woman who had been on welfare for 13 years. She had two children. For two of the three years she worked in the WEAT program, she received some assistance through the working mother's program. Recently, after her third year of full time work and complete independence, she and her children are economically self-sufficient.

"It feels great," she wrote, "just great!" ■

# Disabled American News

## Behavior Rating Makes Use of Parents

by Kelly E. Anderson

Learning disabilities and some mild forms of mental retardation can be hard for parents to spot before children start school. These potentially handicapped children often are first identified by teachers using intelligence tests.

But intelligence testing is expensive and time-consuming, is not done at an early age, and might not be available.

"Behavior rating" might be an alternative screening method that would allow parents to participate in the screening process as well. That is the opinion of Dr. Earl Schaefer of the Frank Porter Graham Child Development Center, University of North Carolina at Chapel Hill.

Behavior rating is used to describe children's adaptive behavior—the way they behave when adapting to life situations. For example, rating scales are used to compare the ways pre-schoolers react in a classroom situation. Because a behavior rating focuses on many aspects of a child's development—social, emotional, motivational, physical, and mental—Schaefer believes it could provide a more comprehensive handicap screen than does achievement testing. The Classroom Behavior Inventory (CBI) developed by Schaefer, who is a professor of maternal and child health, is currently used to screen all kindergarteners in one North Carolina county and in several schools throughout the United States.

Schaefer's success with the screening technique came after years of studying children and families. He and his associate, Marianna Edgerton, developed the screening method in 1975 to obtain data from teachers for an FPG study. The schools using the CBI in Schaefer's study found it an effective way to describe children's behavior, and, on their own, they decided to see if it could identify kindergarteners with special needs.

Schaefer and Edgerton also designed two shorters tools—the Social Assets Inventory and the Bipolar Trait Ratings—to get from parents the same kind of information for their study. When schools reported the CBI's success as a handicap screen, Schaefer realized that parents, using the other tools he designed, might be able to help. He said, "I wondered if we could ask parents to describe their child in five minutes and from their descriptions determine if the child is handicapped."

In 1979, Schaefer and Edgerton decided to pilot-test all three rating scales to see if parents and teachers could identify handicapped children. The results were promising, and last year they recruited for a larger study 52 families through preschools, public and special schools, and developmental evaluation centers. Each family included two parents and a handicapped child 3 to 8 years old. Of these children, two were diagnosed as severely handicapped, 37 were mildly or moderately handicapped, and 13 were non-handicapped. Most families in the study also had an older, non-handicapped child 7 to 15 years old.

Teachers completed the CBI, the assets inventory, and the trait ratings on both children. Parents completed only the assets inventory and the trait ratings. The CBI is written specifically to assess classroom behavior, while the assets inventory includes the child's attractiveness, athletic ability, health, expressive talent, and grooming.

Using the trait ratings, teachers and parents rated the children's intelligence, extraversion, considerateness, and task orientation. They described their children as fast or slow learners, outgoing or shy, patient or irritable, and focused or easily distractable. Schaefer and Edgerton wanted to see if parents' descriptions could be used to identify children as handicapped or non-handicapped, without knowing what the teachers' assessments were.

The researchers were encouraged when they checked for correlation between the parent and teacher ratings and whether the child was indeed handicapped. The children whom parents and teachers ranked low in expressive talent, physical coordination, or both were the handicapped children. The children who were ranked high were not handicapped.

Parent ratings of intelligence and task orientation, to Schaefer's surprise, also differentiated handicapped and non-handicapped children. He said, "I'm amazed that parents who have such a range of educational backgrounds are as good at identifying handicapped children as they seem to be.

"If you're looking for mentally or physically handicapped children," he said, "these results suggest you could screen from parent or teacher descriptions of the child's expressive talent and physical coordination, since those reports coorelated well with the clinician's report . . . the two tools could be administered in five minutes to teachers, mothers, and fathers, and they give much of the same information as the longer CBI."

Schaefer believes the screening tools have promise, but he says that they need to go through a rigorous validation process before they can be widely used by parents and teachers. "We don't have adequate samples to develop cut-off norms," he said. "It is not easy to find intact families with handicapped children, and then get both the mother and father and the teachers to describe the handicapped child."

Instead, Schaefer is relying on the work of others, such as schools in New York, New Jersey, Maryland, North Dakota, Vermont, California, India, and Japan, who have already expressed interest in using the methods in research and screening.

"Our research is primarily designed to increase what we know about parents and children," he said, "but we are pleased when people actually use our findings in service programs." ■

*Ms. Anderson is a science writer and editor with the Frank Porter Graham Child Development Center (UNC-CH, Highway 54 Bypass West 071 A, Chapel Hill, NC 27514).*

## Minorities Projects Extended

Seven pilot projects have been extended through fiscal 1982 to provide outreach services for members of racial minorities who have developmental disabilities.

Francis X. Lynch, Acting Commissioner of the Administration on Developmental Disabilities, said the projects originally came about through an agreement between ADD and the Office of Civil Rights, Department of Health and Human Services.

The contracts total $225,000 for the coming year. The work will identify new ways of extending services to populations which have not been reached or have been underserved because of poor access and discrimination. Emphasis is on providing technical assistance and training to bring about voluntary compliance with Section 504 of the Rehabilitation Act and Title 6 of the Civil Rights Act.

Two of the projects deal with advocacy work on behalf of black people with developmental disabilities. One of these projects covers rural populations in West Virginia, and the other is an urban setting in Maryland.

Two projects with Hispanic people who have developmental disabilities cover an urban population in Washington, DC, and a rural population in Texas.

A project with Asian people is in urban Los Angeles County. Two projects with Native Americans are in Arizona—on the Navajo reservation—and in New Mexico.

Each contract employs members of racial minorities to implement the projects. The Developmental Disabilities Law Project in Baltimore is analyzing the results of the seven minorities projects. A report will be published later this year and a final report a year from now.

Following are the projects:

West Virginia Advocates for Developmental Disabilities, Charleston, WV ($34,900), for blacks.

Maryland Advocacy Unit for the Developmentally Disabled, Baltimore, MD ($34,900), for blacks.

Information Center for Handicapped Citizens, Washington, DC ($34,900), for Hispanics.

Advocacy, Inc., Austin, TX ($34,900), for Hispanics.

Protection and Advocacy, Inc., Los Angeles ($34,900), for Hispanics.

Protection and Advocacy for New Mexicans With Developmental Disabilities, Albuquerque, NM ($25,000), for Native Americans.

Arizona Center for Law, Phoenix, AZ ($25,000), for Native Americans. ■

# Group-Home Doubts Not Confirmed

If a visitor to Washington, DC, travels a few miles beyond the marble steps and columns, he or she realizes that the capitol of the United States is much like other cities, with traffic, shops, a variety of houses, and a wider variety of citizens ranging from comfortable to apprehensive.

In September, a front-page story in the *Washington Post* said that some of the citizens were upset because eight moderately retarded women were going to occupy a house in their area. Once again, the unknown brings fear or some degree of doubt.

This year, two separate studies in Ohio indicate community-based group homes do not result in lower property values or neighborhood disruption.

"Community Acceptance of Group Homes in Ohio" is a report of a study conducted by the Association for the Developmentally Disabled. Surveyed were operators of 24 group homes, each serving between three and 16 persons with developmental disabilities, as well as neighbors.

The agency found the following factors can indicate the degree of acceptance of group homes:

- The number of similar homes already in place in a neighborhood: Other group homes nearby can give an appearance of saturation.
- Transience of the neighborhood: Homes located in "semi-transient" neighborhoods are less likely to experience opposition than those developed in more stable neighborhoods.
- Amount of traffic: Homes located on streets with moderate amount of traffic experience less opposition than homes located on either lightly or heavily traveled streets.
- Previous use of the home: Homes that were previously occupied by a nuclear family are more likely to be opposed than are homes previously used in a different manner or homes constructed by the operator.
- Age of neighbors: Younger neighbors are more likely to have positive attitudes toward the group homes.
- Number contributing to household income: Households with one economic provider are more likely to perceive the group home negatively than households with more than one provider.
- Length of time living in the neighborhood: The longer people have lived in the neighborhood, the more likely they will perceive the home negatively.
- Parking used by the facility: Group homes with parking lots on the property are more likely to experience opposition than those using on-street parking.
- Gender of residents: Homes with all male residents encounter more opposition than those with all females or both males and females.
- Staffing of home: The more staff employed at a home, the more positive are the neighbors' feelings.

The Association of Developmentally Disabled believes that understanding leads to acceptance and that fears and misunderstandings about group living and disabled people should be addressed in a systematic fashion. The association makes many contacts with neighbors before opening a new group home.

For a copy of the report, "Community Acceptance of Group Homes in Ohio," write to the Association of Developmentally Disabled, 1395 W. 5th Ave., Columbus, OH 43212.

A group home's effect on property values was the question investigated by the Montgomery County Board of Mental Retardation and Developmental Disabilities in Dayton, OH.

The impact of seven group homes in various parts of the county was studied by a professional appraiser from a realty company. Photographs of the homes and a discussion of each are contained in a report, "Community Acceptance: A Realistic Approach."

The appraiser was unable to find any evidence to warrant any conjecture of an effect on property values due to the location of the "Group Home" in any of the seven neighborhoods in this study.

In the assessment of the group homes, the appraiser said that they are compatible with neighboring properties in type and size, their function is not conspicuous, they are better maintained than surrounding properties, and the residents are generally not visible or noticeable from the street.

The appraiser's study of the impact of the group homes on market value of surrounding properties revealed that property values in neighborhoods with group homes had the same fluctuation as homes in other similar neighborhoods, close proximity to a group home did not significantly alter the market value of a property, adjacent properties did not experience any decline in value, and the establishment of a group home did not generate more neighboring property turnover than in other similar neighborhoods.

The second study of this same report, "Neighborhood Opinion Survey," was conducted by the University of Dayton. In Montgomery County, there were surveys in 13 neighborhoods—nine containing group homes and four which had no group homes but which have similar neighborhoods.

Residents were asked how they feel about people who are retarded and about community-based homes and services.

There was general agreement between those who lived near group homes and those who did not. Both agreed that retarded people have a right to live in the community and that a group home is preferable to an institution. Both were uncertain whether group homes should be in zones for single families or multi families.

Those who do not live near a group home were undecided about the effect a group home would have on the neighborhood. About 85 percent were uncertain as to how well the homes would be maintained, and 70 percent whether property values would be affected. About 80 percent of this group was undecided about the quality of staff of such homes, and 75 percent did not know if the residents would have a negative effect on the neighborhood.

Opinions of neighbors of group homes were split as to whether staff and residents of these homes should have more contact with their neighborhood—40 percent yes, 18 percent no, and 41 percent undecided.

The county board feels the survey shows a need for community education.

Copies of "Community Acceptance: A Realistic Approach," are available from Terence Mambort, Montgomery County Board of Mental Retardation and Developmental Disabilities, 2610 Philadelphia Dr., Dayton, OH 45405. ■

# Father's Prediction

*This letter appeared in* Inside Scoop *(Issue 99), published by The Troubleshooters, Inc., Washington State Protection and Advocacy Agency, Seattle, WA.*

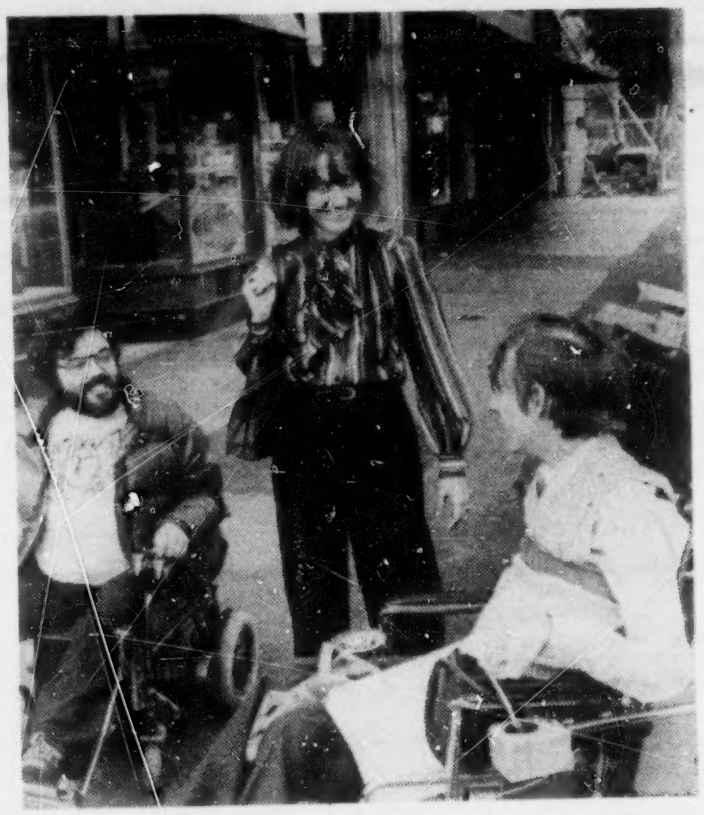
Dear Troubleshooters:

I would like to report a success story. Several years ago when our parents' group started to build a group home for our adult sons and daughters with developmental disabilities, neighbors protested by signing petitions, writing to officials all over and taking us to court. We calmly proceeded to meet all the zoning codes, complying with neighborhood standards, as well as building according to a myriad of rules, regulations and licensing requirements. Although we parents were very hurt and saddened by some quite brutal verbal attacks against our silent children, we held our heads high and never attacked back.

Today there is a beautiful well kept home where six compatible people live. The neighbors have been wonderfully accepting, especially the man next door who led the protest! It seems so strange to us that we had to go through all that pain and misery when it all worked out just like we tried to tell everyone it would.

—Successful Father


"IT WORKED"



"The people actually did something for us in 1981"*

INTERNATIONAL YEAR OF DISABLED PERSONS, 1981

*Keep Up The Good Work

# Outdoors

It is doubtful that even in the ideal commonwealth visualized by Sir Thomas More would every aspect of society meet the needs of every conceivable handicap.

But there is such a thing, in this era of tight money, as (1) doing what is possible, and (2) trying to expand the world of possibilities.

The ability to compromise, one of the familiar stratagems in human services, comes through in a publication from the Illinois Department of Conservation. It is a design manual dealing with buildings and park facilities for disabled persons. Throughout the guide are specific suggestions on making a certain percentage of adjustments to benefit disabled people in such matters as access, use of facilities, and participation in recreational activities.

They do not expect, for example, that amphitheaters will be filled with 500 people in wheelchairs. However, amphitheaters seating that number are asked to "provide one level of viewing for handicapped persons." (Those with 500 to 1,000 capacity are to provide two levels, etc.)

Similarly, the manual does not advocate that every public telephone have such features as adjustable audio control and braille characters, but it asks designers to include in telephone areas at least one telephone which can be used by disabled persons, including those in wheelchairs and those with hearing and sight impairment. Anyone in a wheelchair who has nearly torn a door from a phone booth while trying to back out probably will approve of the manual's suggestion that there be more open-type telephone stations.

Regarding lodges and cabins, the guide asks that bedroom units for disabled persons be proportionately distributed throughout the range of size, quality, and price of all bedroom units in the complex.

In buildings, parks, and recreational facilities, at least one restroom for each sex should be designed for handicapped people.

Yet, specifications of this type are not token gestures. What is going on in Illinois is a five-year plan to open up outdoor recreation to everyone, on the one hand, and also to deal with attitudinal barriers which have prevented the fulfillment of recreational needs to one-fifth of the State's population. A key word is "usable," not just "accessible."

Silas Singh, Ph.D., a paraplegic, is the coordinator of the handicapped program. His group has set six goals. The first of which deals with a training program for staff members to help eliminate attitudinal barriers. The training is for those providing services and also for providers of indirect services, such as landscape architects, engineers, planners, and administrators.

Second and third goals deal with the need to make basic facilities and recreational facilities accessible and useable.

The fourth goal recognizes the problems presented by outdoor recreational facilities with special natural, cultural, and historical significance. The plan calls for imaginative ideas in design to make these areas accessible without destroying the very thing they have tried to preserve.

A fifth goal is public information work, that is, informing disabled and elderly people of the new opportunities in outdoor recreation.

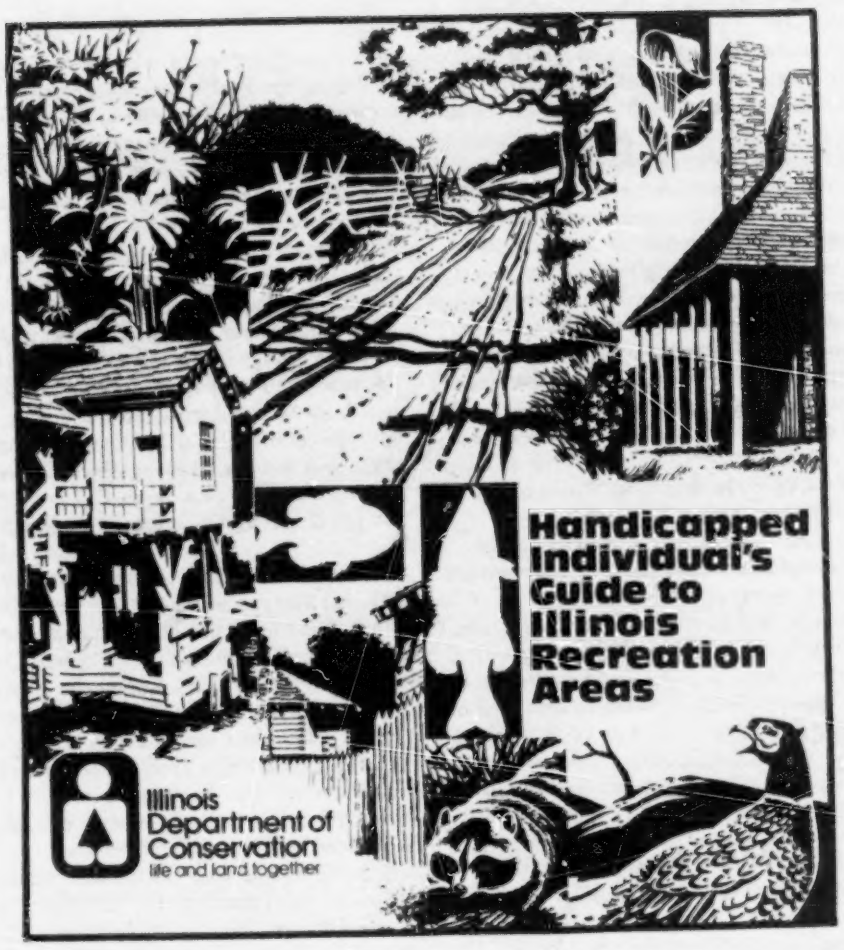
Finally, the sixth goal cites the need for some special programs and facilities for disabled people.

The handicapped program's first step is a staff training program. This has received high priority, because Dr. Singh believes that training generates the staff support vital to the success of all other aspects of the program.

Training varies, of course, with the jobs involved, but it includes some of these topics: the nature of handicapping conditions, limitations of handicapped persons with respect to different activities, assistance techniques, precautions related to different conditions, and techniques for modifying sites, facilities, activities, and equipment.

A sites and facilities control program was started soon after the first phase of the training. The control program is administered by two review boards—an internal board composed of the coordinator, therapeutic recreation specialist, and other professionals, and an external board composed of disabled and elderly persons and people who are knowledgeable in designing for disabled and elderly.

Numerous sites have been in operation for years which have not been accessible to disabled persons, and these form the backbone of the State's outdoor recreational resources. Therefore, site renovation will be a major part of this program.


Handicapped Individual's Guide to Illinois Recreation Areas
Illinois Department of Conservation
life and land together

In the matter of renovation, the State is again keeping the work in perspective. The planners recognize that some sites and facilities, by their nature, cannot be completely altered without turning the project into a farce. Some have unique aesthetic and historic value. The department's challenge is to see how far it can go in making these areas usable within the existing constraints. For those parts of a site which remain inaccessible to disabled and elderly persons, the State intends to let them view the areas through audio-visual means, such as films or slides.

It is through this type of moderate action that the Department of Conservation hopes to "radically increase" the quality and quantity of outdoor recreation opportunities for the mentally ill, mentally retarded, physically disabled, and aging citizens. They are getting into the mainstream—if not the rapids.

*For the publication, "Parks and Recreation Design Standards Manual," include "ED number" 177768 (54 pages), $5.30 plus $1.47 postage, and send to ERIC Document Reproduction Service, P.O. Box 190, Arlington, VA 22210. For further information on Illinois program, write to Silas Singh, Ph.D., Illinois Department of Conservation, 400 S. Spring St., Springfield, IL 62706.* ■

# New Regulations Being Developed

Regulations are being drafted by the Administration on Developmental Disabilities to implement programs for improving services and safeguarding the rights of persons with developmental disabilities.

The proposed regulations—or "notice of proposed rulemaking"—are to be published by mid-November, within 90 days after the signing of the Developmental Disabilities Act, as amended by the Omnibus Budget Reconciliation Act of 1981 (P.L. 97-35).

This will be followed by a 30-day period when public hearings will enable citizens to comment on the proposed regulations. The material will then be submitted for final rules or regulations.

The Administration on Developmental Disabilities is working closely with the Office of Human Development Services to ensure that the regulations are not burdensome, do not repeat the language contained in the law, and provide technical guidance where appropriate, reflecting the intent of Congress.

The legislation authorizes grants through fiscal 1984 which are to assist in the planning and provision of comprehensive services to persons with developmental disabilities; develop model programs or innovative techniques; administratively support university affiliated facilities; and provide for a system of protection and advocacy in each State. ■

# FYI . . .

**RECOGNIZING CHILDREN AND YOUTH.** A program called "Handicapped Children Achieve!" was announced by the Foundation for Exceptional Children. A disabled child or youth through age 21 can receive a personalized certificate of achievement attesting to accomplishment in any of seven categories: academics, arts, athletics, community involvement, employment, extracurricular activities, and independent living skills. To be eligible for the certificate, the child or youth must be nominated by two other persons in any one of the seven categories. To receive nomination forms, send a self-addressed, stamped envelope to Handicapped Children Achieve, FEC, 1920 Association Dr., Reston, VA 22091.

**SPORTS.** "The Widening World of Sports and Recreation for People With Disabilities" is a pamphlet published by the National Easter Seal Society. Described are several sports now attracting disabled persons, such as tennis, skiing, golf, scuba diving, flying, camping, water skiing, riding, and boating. The guide provides illustrations on how sports can be adapted and a list of resource organizations. For a copy, send 35 cents and a stamped, self-addressed, No. 10 envelope to National Easter Seal Society, 2023 W. Ogden Ave., Chicago, IL 60612.

**MINORITY INVOLVEMENT.** Still available are copies of the ADD-funded study on minorities conducted by New Dimensions in Community Service, Inc. It is titled, "The Developmental Disabilities Movement; A National Study of Minority Participation." Requests for copies (please include return address sticker) should be sent to the Administration on Developmental Disabilities, 3194 HHS North Bldg., Washington, DC 20201.

**LISTS.** With the confidence of a parking lot attendant, the New Jersey Developmental Disabilities Council has just published a handbook listing resources in human services throughout the State. The book, written by Virginia Morgan, is titled "Resources for Persons With Developmental Disabilities in New Jersey." It begins with a definition of DD, the role of the Federal government, a chapter about the New Jersey DD Council, a description of the Council's 10 goals, the rights of disabled persons, how services are provided in that State, early diagnosis of children, and chapters which include resources on the topics of early diagnosis, special education, vocational rehabilitation, day programs, institutional care, community living arrangements, recreation and leisure, transportation, advocacy services and legal assistance, and information and referral. For agencies which might find some application, single copies are available from New Jersey DD Council, 108-110 N. Broad St., Trenton, NJ 08625.

**CAREERS.** The National Careers for the Disabled Symposium will be held December 4 to 6 at the Convention Center in Baltimore. The symposium, sponsored by Commodore Business Machines, Inc., will include career lectures, seminars, and workshops. Career seminars will cover such areas as computer technology, starting a business, continuing education, sales, government, unions, finance, printing and graphic arts, clerical, travel and leisure, food services, communications, and repair trades. Reservation forms are available from the National Careers for the Disabled Symposium, 261 Madison Ave., Suite 1102, New York, NY 10016 (212) 370-0880.

**AUTISM.** Four manuals have been published on autism, and they are written for parents and teachers of autistic children. The set is titled "How to Work With Autistic and Severely Handicapped Individuals." The books, offering several training programs, were edited by Stephen Luce, Ph.D. and Walter Christian, Ph.D. of the May Institute. The books are sold in sets of four, one of each title or any mixture. Cost per set is $13 plus $2 for postage, available from H & H Enterprises, Inc., 946 Tennessee St., Lawrence, KS 66044. The individual manuals:

"How to Reduce Autistic and Severely Maladaptive Behaviors," by the series editors, Luce and Christian.

"How to Teach Prevocational Skills to Severely Handicapped Persons," by Dennis Mithaug, Ph.D.

"How to Create a Curriculum for Autistic and Other Handicapped Children," by Raymond Romancyk, Ph.D. and Stephanie Lockshin, M.Ed.

"How to Treat Self-Injurious Behavior," by Judith Favell, Ph.D and James W. Greene, Ph.D.

**NO WALLS.** A Center for Independent Living opened in Bridgeport, CT. It has no walls or meeting place such as the term "center" implies. It serves as a clearinghouse that taps the resources of five major sponsoring agencies: Goodwill (lead agency), Parents and Friends of Retarded Citizens, Easter Seal Rehabilitation Center of Eastern Fairfield County, Division of Vocational Rehabilitation, and the Bridgeport Office of Handicapped Services. A component of the center is a Community School for Living, which offers courses in such areas as cooking, physical fitness, nutrition, medical needs, and banking. Senator Lowell Weicker of Connecticut said that such successful results can be achieved when individual agencies pool their resources and provide cost effective, nonduplicative services.

**TROUBLESHOOTERS.** A pioneer in advocacy work in the United States is Katie Dolan of Seattle, WA, who for many years has directed the Troubleshooters, the Washington State Protection and Advocacy Agency (1600 W. Armory Way, Seattle 98119). One of the agency's services is a monthly newsletter, *The Inside Scoop*, which prints letters from disabled people and family members as well as answers to their questions. Ms. Dolan has published 100 issues containing nuts-and-bolts information and answers to specific and complicated questions. One of the letters—this one a success story rather than a problem—is reprinted on Page 2 in connection with an article about group homes.

**FUND-RAISING BALLOONS.** The South Carolina chapter of the Cystic Fibrosis Foundation, working with Station WNOK-FM, picked up $500 through a three-hour remote broadcast from a hot air balloon. While one disc jockey sailed over Columbia in a balloon, another was on the Statehouse grounds asking listeners to help the cause by buying helium-filled balloons. The name of each person was attached to balloons, which were released after the broadcast.

Prizes were two sport mopeds, awarded to the first person who found a CF balloon and to the person whose name was attached to it. The winning balloon was found two weeks later in Sumter, 60 miles from there.

**TWO MUCH.** One more item about cystic fibrosis concerns a child named Leslie Smith (age 7) of Metrairie, LA, who has blond hair, is interested in gymnastics, drawing and reading, and represents the local CF chapter as a poster child. Then, there is Leslie Smith (age 9) of Bartonville, IL, who also has cystic fibrosis, blond hair, is interested in gymnastics, drawing and reading, and is poster girl for the local CF chapter.

A distinguishing feature is that the Louisiana Leslie has the middle name Suzanne, and Leslie of Illinois has the middle name Anne.

*Dan Westley of Canada became the first person to break the 5-minute mile for wheelchair athletes.*

# Wheelchair Athletes Break Five-Minute Mile

In August 7, 1954, Roger Bannister ran the "Miracle Mile" at Empire Stadium in Vancouver, British Columbia, and became the first person to break the four-minute barrier.

More history was made this year in the same stadium—this time by wheelchair athletes, according to Donna Oates of *Image*, published by Kinsmen Rehabilitation Foundation of British Columbia. She reports that on July 4, 1981, six athletes from Canada and the United States took part in the second Miracle Mile, which was an attempt to break the five-minute mark for the mile in a wheelchair.

Four of them succeeded. The best time was made by Dan Westley of Surrey, B.C., who clocked 4:41. Second was Gary Kerr of San Jose, CA (4:57), followed by Rick Hansen of Vancouver (4:57), and Jim Knaub of Los Angeles (4:59).

The race, viewed by 27,000 persons, was part of halftime activities saluting the International Year of Disabled Persons at a British Columbia - Montreal football game.

January 1982

Bill Platt, Editor

Administration on Aging
Dr. Lennie-Marie P. Tolliver, *Commissioner*

# Older American News

## Ohio Area Agency Finds a Way to Slash Administrative Costs

by Carol H. Grisar

Four years ago, the Council on Aging of the Cincinnati Area, Inc. (CoA), the Area Agency on Aging for southwest Ohio, established a centralized bookkeeping system that is saving the U.S. taxpayer thousands of Older American Act dollars every year in administrative costs.

In October 1977, at the suggestion of the Ohio Commission on Aging (OCoA), the council elected to participate in a pilot project to consolidate all the fiscal operations of providers of services funded by them in the five counties of Ohio's Planning and Service Area 1.

CoA Executive Director William R. Bogart, in advocating the agency's participation, noted that the expense and time consumed by the multiple audits seemed exorbitant.

"And," he added, "when coupled with the accountability problems associated with the varied and incompatible accounting systems, it seemed there had to be a more effective approach that would direct more of the funds to direct service provision."

Prior to the new system's operation, Older Americans Act funds were disbursed from the CoA directly to the service providers according to monthly estimates of need and prior expenditure. The providers paid all expenses—payroll, rent, utilities, equipment, etc.—from local matching funds (required by statute) and from Older Americans Act funds which came through the Council on Aging. Each service provider was required to have its own annual audit.

Today, the fiscal component of the CoA handles the accounts of 34 grantees. As the programs report their expenses, checks which average 1,000 every month, are processed by the CoA. The checks are returned on a weekly basis to the appropriate project for disbursement.

The council processes payroll checks twice a month and returns them to the programs for distribution to their employees.

It is important to note that each service provider is responsible for its fiscal accountability, and retains its independence and autonomy.

The present system calls for one annual audit of the CoA's fiscal operation, as opposed to an individual audit for each of the service providers. This alone saved approximately $14,000 for the first year of centralized bookkeeping's existence.

Savings have been made in decreased costs in bookkeeping personnel required by the individual projects. On the other hand, CoA bookkeeping personnel did not increase as a direct result of the new system.

Another benefit of the fiscal process is the ability of the CoA to monitor and evaluate how tax dollars are being spent. Centralized bookkeeping permits checking the legitimacy of charges within budget guidelines—invoices are approved before they are paid.

Dollar savings are also made by paying on time. No late charges or fines are allowed to accrue. In addition, all employees within the service provider system are on one pension plan and one health plan. This enables individuals to have better protection at lower costs.

Part of the success of centralized bookkeeping is the availability of computers—although the system was initiated for manual operation. As the system has grown, the computer has been vital to the speed and accuracy upon which centralized bookkeeping depends.

The Ohio Commission on Aging is happy with the results. As early as May 1979, in its annual evaluation, it reported: " . . . in regard to centralized bookkeeping, the OCoA was impressed by the systematic and professional mode of operation."

A year later the OCoA evaluation team reported: "the Area Agency . . . has put together a centralized accrued fund accounting system that has been almost completely adapted to computer programming, and easily replicable for other Area Agencies. It has increased the fiscal accountability of the programs the Area Agency grants money to, while at the same time reducing auditing costs."

Bernice Taeuber, manager of the council's division of contract compliance, was the principal architect of the centralized bookkeeping structure. She describes the rewards of working through the original steps in the procedure:

"It was difficult at first, and it took a lot of patience—like any puzzle—but the compensations have been tremendous. The system's biggest assets are accountability, accuracy and speed. I would recommend it highly to similar organizations." ■

*Carol H. Grisar is Public Relations Coordinator for the Council on Aging of the Cincinnati Area, Inc.*

## AoA Grant Spurs New Approach to Nursing Homes

A network of nursing home community councils is expanding throughout southeastern Michigan. The councils' goal is to improve the quality of life for nursing home residents and relieve the sense of despair and isolation often expressed by residents of long term care facilities.

Community councils are composed of nursing home residents, their friends, relatives, volunteers in the home, and citizens of the community in which the home is located. Each council develops its own goals and programs. They meet regularly to share information and ideas.

Such meetings bring to light residents' concerns and set in motion plans to resolve problems, match community resources with residents' needs, and organize educational and social activities.

Educational events include discussions with nursing home administrators and staff as well as presentations by community agencies. Members learn about residents' rights, obligations of the nursing home, and the latter's policies and operating procedures.

The concept of nursing home community councils was developed by Jane Barney of the University of Michigan Institute of Gerontology. Barney, who received funding from the Administration on Aging to demonstrate her idea, compares community councils to organizations such as the Parent-Teachers Association since "councils help maintain community standards for local institutions."

"The presence of council members from outside the home creates a non-threatening environment for frank and open discussion," Barney said, adding:

"At council meetings, residents and their relatives have the opportunity to voice complaints and offer suggestions without fear of retaliation. Before there was a council, many residents were scared to complain about treatment, not wanting to deal with the after-effects."

Their goals are similar to those of AoA's National Ombudsman Program, Barney said. The difference between the two, she noted, is that the ombudsman programs focus on resolving individual complaints in nursing homes while community councils take a group consensus approach, not only to problem-solving but also to improving nursing home conditions for residents.

Council size ranges from six to 12 members but is potentially unlimited, she explained. Members work with people belonging to other organizations—civic groups, churches, and local social service agencies—to organize social events and community fund-raisers to support council activities.

*An ice cream social planned by a nursing home community council in Ypsilanti, MI, involves a pair of willing hands.*

One council includes a governmental representative appointed by the local township board. It had been concerned about unacceptable conditions in a nearby nursing home. The representative regularly reports to the board on the home's progress toward improvement.

Some councils have focused on issues of environmental quality, care of personal possessions, staffing problems, mutual family support, and transportation. Others have recruited volunteers for the home and organized social events for residents.

Perhaps the most important effect of the council, Barney said, has been that residents and their relatives have noticed improvements in the living environment and staff services. Councils have worked with staffs to brighten decor, upgrade lighting, secure residents' personal possessions, and enforce hygiene rules and safety regulations.

For further information on community councils, contact:
Ivan C. Harner, president, Michigan Association of Community Councils
1088 Mark St., Ypsilanti, MI 48197, (313) 764-5525. ■

# Homecaring Council Gets Corporate Support

With the completion of a three-year AoA-funded advocacy project, the National Home-Caring Council announced it has received new grants totaling more than $100,000 from several corporations and private foundations.

The new funds will enable the council to pursue its goal of increasing the availability of high quality in-home services, Mrs. Florence Moore, executive director, told *Older American News*.

Homemaker-home health aide service helps families to remain together and elderly persons to remain in their own homes when a health and/or social problem occurs, or to return to their own homes after specialized care.

The trained homemaker-home health aide, who works for a community agency, carries out assigned tasks in the family's or individual's place of residence working under the supervision of a professional person.

Supplementary services include telephone reassurance, friendly visitors, meals-on-wheels and chores.

The new grants were received from the Exxon Corporation in the amount of $25,000; Mobil Oil Company, $30,000; Booth Ferris Foundation, $25,000; Levi Strauss Foundation, $25,000, and the Winthrop Rockefeller Foundation, $25,000.

An earlier two-year grant from the Edna McConnell Clark Foundation financed the creation of an advocacy model to be adopted by States to develop and expand homemaker-home health aide services. The project created 1,500 new positions, more than half through the application of the model, Mrs. Moore pointed out.

The advocacy model centered on the use of individual volunteer "advocates," she explained. "Most of them were older adults," she added. "With the assistance of representative community committees, they rallied interest and action to develop or expand homemaker and other home support services.

"Subsequently, personnel were hired to administer and provide service. These included older workers. The National Council provided technical assistance and consultation to the communities and States and conducted management training for new administrators."

The AoA grant was awarded to refine the community advocacy model developed under the Edna McConnell Clark Foundation project.

The AoA grant, plus additional funding from U.S. Steel Foundation and American Telephone & Telegraph Company, enabled the National Council to provide technical assistance to a number of States to benefit functionally dependent elderly, families, and the ill and handicapped of all ages.

The National HomeCaring Council maintains headquarters at 67 Irving Pl., New York, NY 10003. ■

# "Service Brokers" Help Frail Elderly Remain at Home

Health care professionals trained as "service brokers" are helping many of the nation's elderly frail remain in their own homes instead of nursing homes, a University of Southern California gerontologist reports.

The elderly and their families are turning in increasing numbers to service brokers for help in finding alternatives to institutionalized care, says Dr. Raymond M. Steinberg, a senior staff associate in the Institute for Policy and Program Development at USC's Ethel Percy Andrus Gerontology Center.

Steinberg's findings came out of a study funded over a three-year period by the Administration on Aging.

The way a service broker serves the elderly, it is explained, is much like the way a real estate broker serves prospective home buyers. A broker provides the knowledge and expertise needed to find and secure appropriate community services.

In addition, a service broker provides what families often cannot—the objectivity to evaluate needs of the elderly and the energy to follow through.

Most service brokers are nurses, social workers or professionals in other health fields who are specially trained in dealing with the needs of the frail elderly, although others are non-professional, trained volunteers, reports Steinberg, who recently completed the AoA-funded survey.

"Service brokers work with the client to come up with a plan for daily living," Steinberg says. "The plan has to do with what the person can do for himself (or herself), what family members can do, and what formal services are needed from the community.

"It's a matter of customizing," he explains. "Not fitting the person to the available services, but fitting services to what particular people need." For example, a service broker may call on a combination of four or five different community agencies to meet one person's needs.

The service broker is also responsible for follow-up, both with the agencies and with the elderly client. The broker re-evaluates the plan periodically and, after consulting with the client, changes the plan when necessary.

"The elderly person's values and preferences are always respected, and action is never taken without his or her informed consent," Steinberg says.

In some communities, service brokers set up "network meetings," talking with family members, friends and neighbors responsible for any aspects of caring for an elderly person. "The meeting is a great tension-reliever," Steinberg says. "People realize the

*Continued on back page of this section*

# Dentist Travels Country Roads to Serve Homebound Elderly

A dentist who makes home calls? At low rates?

Every Wednesday, Dr. Monroe Elkin hits the country roads in Middlesex County, NJ, to offer dental care to the homebound elderly. He likes the concept and his rates are more than reasonable. For instance, a full examination costs only $6.

Elkin enjoys working with older persons. His services are retained by two area nursing homes. His own mother was homebound for five years before her death. He is committed to the idea that dental care is as important to the homebound as it is to others.

In one of his early home cases, multiple extractions were required, so he arranged to perform the operation in a local hospital to assure comfort and safety for the patient.

Three years ago, when a State assemblyman began discussing the need for such a program, the New Jersey Dental Association started to formulate plans for a pilot project to make a dentist available for elderly persons unable to travel. The association obtained State funds for such a project and is now seeking to expand the program on a State-wide basis.

The current program is funded through a grant under the Older Americans Act, supplemented by funds from Middlesex County and the Visiting Nurse Association which screens requests for appointments.

Grant funds paid for the portable equipment, Elkin's per diem rate and a salary for a dental assistant.

The dental association hopes eventually to make the program self-sustaining and offer services to all homebound people, regardless of age. To qualify now a person must be at least 60.

"Without the program we now have, few if any of these people would get necessary dental care," Elkin said. ■

# Older People Told To Be Alert, Cautious, Aware

The name of the game is take your money.

That is the message stressed by crime expert Ron Handy of the Virginia State Office on Aging in talks with groups of elderly.

"Three things are necessary for crime," he recently told 200 older people at the New Castle (PA) Multi-service Center. Ability of the criminal, his desire, and opportunity.

Although there's nothing that can be done about ability or desire, Handy said that the opportunity for a crime can be reduced.

His presentation was part of a program on crime prevention sponsored by the State's commission on crime and delinquency and the Pennsylvania Department on Aging.

"People can be real nice and then flimflam you out of your money," Handy warned. "Just because you're well-educated and well-informed doesn't mean you can't be conned," he said. "All you need is someone who's just a country bit smarter.

"Nobody—but nobody—is going to give you something for nothing," he stressed. "What you want to be is alert, cautious, and aware."

Noting that the con artist doesn't like to talk to two or more people, Handy offered some advice to the group:

- Beware of smooth-talking salesmen who come to your door unannounced.
- If someone, in an official capacity, shows up at your door, ask him for identification. People from the phone, gas, electric companies or other service businesses must carry identification.
- If you see identification and you're still suspicious, call the police and let them handle it. They're trained for that sort of thing. The only thing you're trained to do is slam the door in their face.
- Never talk about your personal finances, either in person or over the phone. Your personal finances are personal.
- If someone calls and asks to talk to your husband and you say, "He passed away two years ago," you've just told the caller you live alone.
- If someone calls from a "television station" and asks if you're home between 8 a.m. and 5 p.m. and what shows you watch then, certain answers will indicate your home is usually empty during the day.

Handy warned his listeners of other cons such as offers for "discount" roofing jobs, "federal inspectors" checking for repair work and insurance or bank frauds.

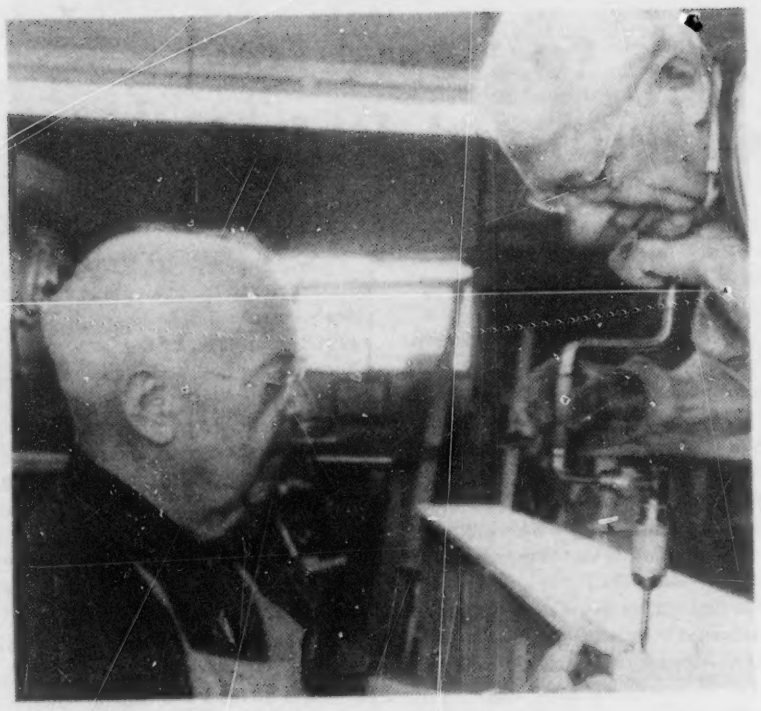
In each case, he pointed out, the name of the game is to take your money.

"Bunco schemes can be used on anyone who succumbs to one of the three Gs," Handy said, "gullibility, goodness, greed."

Myra Wolcott, director of the Lawrence County Area Agency on Aging, told *Older American News* that the county's elderly are sometimes victims of purse snatching and flimflams. She added, however, that fear of crime is much greater than the actual statistics.

"That doesn't mean the problem isn't serious," Wolcott said. She noted that the agency's toll-free hot line is helping to allay such fears from a number of elderly callers. ■

# Many Retirees Return to Work, Study Shows



More than one of every five older Americans returns to work at least part-time, according to a U.S. Labor Department study of retirement behavior.

Many of the 22 percent retired people who go back to work take part-time jobs, the study showed, but others take full-time work that pays less than the jobs from which they retired.

According to the study, individuals who classify themselves as partially retired work less than 60 percent of the hours or earn less than 60 percent of the pay of their pre-retirement jobs.

The study suggests that post-retirement employment is an important source of income for many older Americans. The study also found that workers not covered by private pension plans are likely to continue to work full time or part time until later in life than those who have such coverage.

Full retirement is likely to occur for 10 percent of workers age 58 to 61, according to the study, and rise to about 70 percent of those 65 to 69.

Of people over 65 who are still employed, about half work part time, it was found.

The study, *Some Theoretical and Empirical Aspects of the Analysis of Retirement Behavior*, was conducted by Dartmouth College and the National Bureau of Economic Research under contract with the Labor Department.

Copies of the study may be purchased (order No. PB81-198277) for $11 each from the National Technical Information Service, 5285 Port Royal Rd., Springfield, VA 22161, (703) 487-4650. ■

# After the White House Conference on Aging

by Adelaide Attard

In 1950, the population of those 65 and over in America had increased 4 times over what it was in 1900, while the total population had only doubled! With 12 million Americans age 65 and over, the trend was clear—the graying of America had begun. In response, the Federal Security Agency (predecessor to HEW) convened the "National Conference on Aging," which has been called the "first significant organizational evolution in the field of aging."

The results of this conference led to the establishment of a Committee on Aging and Geriatrics. This committee, later called "The Special Staff on Aging," functioned until 1963 when it was transferred to the Department of Health, Education and Welfare and renamed "The Office on Aging."

The key issues at the 1961 White House Conference on Aging were medical care for older persons and the need for a Federal agency on aging, under the umbrella of a human service agency rather than a social welfare agency. Out of the 1961 conference came Medicare, as well as the framework for a Federal leadership role in providing services and advocacy for older Americans—"The Administration on Aging" was established.

With enactment of the Older Americans Act of 1965, the cornerstone which was laid at the 1961 White House Conference, and with the amendments of 1969, we finally had in place a mechanism for addressing and achieving solutions to the myriad concerns of the aging.

And, for the first time in our history, the Federal government was committed to allocating funds specifically to establish programs for the elderly designed to keep them living independently and in dignity.

As early as 1956 in Nassau County, NY, an Office for the Aging was created—coming out of the Department of Social Services. In 1971, when I became Director of the Office for the Aging, it was operating directly under the administration of the County Executive. In 1972, it attained full department status, thus becoming one of the first departments of Senior Citizen Affairs in the nation.

Prior to 1970, planning for aging programs was done on a short range or crisis-to-crisis basis. Services were fragmented, often coming out of complex welfare or social service agencies without any orientation towards the special needs of the elderly.

Area Agencies have experienced a period of great vitality and innovation in the development of services and service structures for seniors, but we are now facing what has been called "an autumn of complexity."

University curricula had not prepared social workers to serve the aging, and providers often lacked the expertise to identify and respond to the rapidly emerging needs patterns of this fast-growing segment of the population.

The 1971 White House Conference on Aging called for the creation of a network of Federal, State and local planning agencies, to develop methodologies to identify short and long range needs and to develop strategies to effectively meet those needs. The focus was on the development of comprehensive, coordinated systems of community-based service delivery with strong emphasis on training older persons to serve as advocates on their own behalf.

Thus was born the Area Agency on Aging network—a network which today numbers over 600 area agencies on aging and State units on aging throughout the nation whose responsibility it is to plan, coordinate, advocate and implement programs solely for those age 60 and over.

Area Agencies on Aging have played key roles in creating an informed, activist senior community. Further, they have responded to the mandates of the Older Americans Act and the 1971 White House Conference by providing a staggering spectrum of services for older persons—in the areas of nutrition programs, legal assistance, home health care, day care for frail elderly, transportation, housing, tax relief, information and referral, employment, chore services, etc.

The success of the Area Agency on Aging network clearly illustrates that small is beautiful—for it is on the local level that older Americans as a natural resource can best be utilized; where needs can best be identified—and services designed to meet those needs.

I do not see Area Agencies as becoming unwieldy super-structures. I see them as planners, advocates, coordinators and deliverers of services—the conduit through which the resources within a locality can be coalesced in order to maximize the delivery of services to older persons.

A report issued by the Subcommittee on Human Services of the House Select Committee on Aging in 1980 notes that "the role of Area Agencies on Aging as local resource centers must be strengthened, especially as to planning from the bottom up. Both policy planning, administration and service delivery will prove more effective when handled at local levels."

Clearly, the direction of the WHCOA of 1971 regarding the establishment of Area Agencies on Aging at local levels has proven sound.

Costs for maintaining those services are mounting—and the problems of economic restraint are upon us. I am convinced that Area Agencies on Aging will become the glue that holds it all together. It will become our responsibility to broaden the network—to tap the resources of private industry, to encourage the involvement of school districts, local governments and concerned individuals, and to accelerate efforts to coordinate the resources of service providers. And, we, as Area Agencies, must dedicate ourselves to build from that blueprint an enduring structure for the delivery of the finest services our constituency has ever known. ■

*Adelaide Attard is Commissioner of the Department of Senior Citizen Affairs—the Area Agency on Aging for Nassau County, New York. She was recently named chairperson of the Federal Council on Aging.*

*Continued from front inside page of this section*

life or death of the elderly person doesn't hinge on just one person."

The Service Broker movement has mushroomed since 1975, Steinberg reports. More than two-thirds of the 300-plus programs that Steinberg surveyed had been established within the last six years.

Today, Steinberg points out, nearly every urban community has some type of service broker program for the elderly. Some brokers work for independent organizations set up specifically to help the elderly; others work in special units within area agencies on aging, medical care institutions or social service agencies.

The concept of "service brokers," also called "case managers," is not new. Dating back a hundred years, it has only recently been revived.

Steinberg credits the revival to an increased awareness of the elderly's needs—an awareness due in part to meetings like the White House Conference on Aging, to rising hospitalization costs, to the founding of groups like the Federal Council on Aging, and to government reports like the U.S. Civil Rights Commission Report on Age Discrimination in Services.

As the number of service broker programs increases, Steinberg notes, the concept could probably help serve about 5 percent of the elderly—a percentage he acknowledges as small but emphasizes as important.

Experts estimate that about 15 percent of the elderly are severely impaired or frail, he explains. "About 5 percent are in institutions—hospitals, nursing homes, extended care facilities. Another 10 percent have some chronic impairment, but can manage in their own homes if they have access to certain services, for example from a home-chore aide or a visiting nurse. About 5 percent of these can coordinate services for themselves. The other half—or 5 percent—can benefit a great deal from a service broker."

The optimal rate of service brokers to the elderly, he believes, would be about 1 to 10,000.

"Support for the service broker concept is coming from all parts of the political spectrum," Steinberg notes. "For some, the motivation is to reduce costly medical bills when an alternative is feasible. For others, it's a way to provide a wholesome and familiar environment for the elderly who can remain at home—with help."

Steinberg is a resident of Los Angeles and can be reached for more information at (213) 743-5156. ■

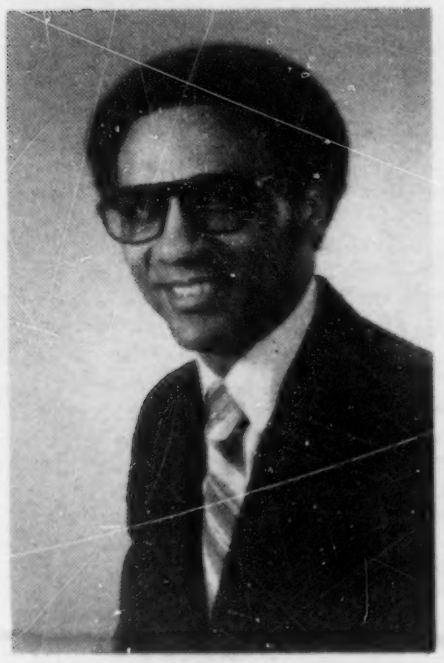
January 1982

Administration for Children, Youth and Families

Sidney Rosendorf, Editor

# Children, Youth and Family News

## Clarence E. Hodges Appointed ACYF Commissioner



Dorcas R. Hardy, Assistant Secretary for Human Development Services at the Department of Health and Human Services, has announced the appointment of Clarence E. Hodges as Commissioner at the Administration for Children, Youth and Families (ACYF) and as Chief of the Children's Bureau.

Hodges was nominated to his new post by President Reagan and was confirmed by the U.S. Senate on December 11, 1981.

Hodges, 42, formerly served as Assistant Director of the Community Services Administration and Director of the Office of Community Action.

In his new ACYF post, he is responsible for directing the activities of the focal agency within the Federal Government serving children and families. ACYF administers the nationwide Head Start program, supports projects for runaway and homeless youth, and administers the programs of the Children's Bureau, established by Congress in 1912 to improve programs for vulnerable children.

Speaking of the appointment, Assistant Secretary Hardy said, "Mr. Hodges is bringing excellent experience to ACYF that will be of great value to the agency in its expanding work with state and local governments. His activities in administering state and local grants for the Community Services Administration and in directing major agencies in the City of Indianapolis gave him a broad knowledge of the needs of states and cities."

Prior to his appointment as Assistant Director of the Community Services Administration, Hodges served from 1977 to 1981 as Staff Assistant to Senator Richard G. Lugar (R.-Ind.). He was responsible for solving regulatory and other problems for business and industrial firms and served as liaison with nonprofit and other private groups in Indiana.

From 1973 to 1977, he served the City of Indianapolis as Director of Human Resources, as Assistant to the Mayor for Human Relations, and as Assistant Executive Director of the city's Housing Authority.

In 1967-1973, as Executive Director of the Concentrated Employment Program for St. Louis, Missouri, Hodges directed a number of major employment and training programs sponsored in the area by the U.S. Department of Labor.

In 1980, Mr. Hodges was a candidate for the U.S. House of Representatives from the 11th District of Indiana. He has won many honors and awards for civic service.

He received a Bachelor of Arts degree in Public Administration from Upper Iowa University and a Master of Arts degree in Urban Studies from Occidental College.

A native of Princeton, North Carolina, Hodges is married, has four children, and lives in Silver Spring, Maryland.

### Keith A. Moon Appointed ACYF Associate Commissioner

Keith A. Moon has been appointed as an Associate Commissioner at the Administration for Children, Youth and Families. Moon, 35, was a resident of Toledo, Ohio, and served as director of major public and private social service agencies in Ohio. In his new position, he will be responsible for the activities of ACYF's Children's Bureau and Youth Development Bureau.

Prior to his ACYF appointment, Moon served during 1980-81 as Executive Director of United Central Services, Toledo, Ohio, a private, nonprofit umbrella agency serving three counties.

From 1975 to 1980, he was Director of the Greene County Welfare Department, Xenia, Ohio. Earlier, he served as Director of Management Services for the Greene-Clinton County Mental Health Board in Xenia, and as a caseworker in the Franklin County Welfare Department, Columbus, Ohio.

Moon received a Master of Business Administration degree from Xavier University, Cincinnati, Ohio in 1975; a Bachelor of Science degree in Business Administration from Franklin University, Columbus, Ohio in 1972; and a Bachelor of Science degree in Social Welfare from Ohio State University in 1968.

## "We Want to Work With You,"

### HDS Assistant Secretary Tells Day Care Council

"We will do all we can to support your efforts," Dorcas R. Hardy, Assistant Secretary for Human Development Services, told a large audience at a national conference of the Day Care Council of America recently held in Arlington, VA on September 18.

The Assistant Secretary praised the activities of the council, a 5,000-member, national organization of day care operators, caregivers and parents.

"This Administration recognizes the important role that child care providers play in assisting working mothers and fathers," she said. "We want to work with the council and other leaders in the day care community.

"In the Federal government," she added, "we are not turning away from programs to help children and parents. In fact, we hope to improve and strengthen services for families by channeling Federal child welfare funds through State and local governments. They are in a better position than we are to identify and respond to the special needs of their own communities."

Describing the partnership role that the Federal government will play in working with State and local governments, Dorcas Hardy said that at HDS, "we will be sharing information and technology with State and local government agencies—and providing technical assistance for programs that seek new and more cost-effective approaches to day care."

The Assistant Secretary called attention to a recent assessment by the States of current practices in their day care programs funded under Title XX. The study, which was assisted by ACYF, showed that in most cases, Federally-funded day care centers and homes are exceeding State licensing requirements for group size, staff/child ratio, staff training, and child health and safety. "The day care community can take pride in the findings of this nationwide study," Hardy stated.

She said that HDS will help States, communities and local caregivers to provide better day care services by focusing on three areas:

- helping State and local governments reduce costs through improving the management of their day care programs.
- encouraging greater participation in child care by the private and voluntary sectors.
- conducting research and disseminating information that will help day care administrators make sound policy decisions.

The assistant secretary said that HDS will help State and local governments improve day care services through a number of projects planned or now under way:

- an HDS grant to a consortium of five States—California, Michigan, Texas, West Virginia and Pennsylvania—to develop a Children's Services Transfer Program that will share tested, cost-saving management techniques with all the States.
- dissemination by HDS of a series of manuals to provide day care operators with information on cost analysis, bookkeeping and rate-setting.
- a grant to a leading organization to survey employer-sponsored day care programs across the country and to provide business firms with information on model programs and on the benefits of child care in improving employee productivity.
- a new demonstration project jointly sponsored by ACTION and ACYF which will place about 645 elderly volunteers from ACTION's RSVP and Foster Grandparent Programs in a number of Head Start centers to help in child care.

Hardy stated that in planning these new projects, HDS and ACYF will welcome suggestions by the day care community. She said that day care specialists in the 10 HDS regional offices can receive the ideas and views of parents and day care operators.

She urged day care providers to talk to and advise State and local policymakers and to "join us in seeking greater involvement by local business firms and voluntary organizations which can bring so much to child care in your area." ■

# Senior Citizen Volunteers to Assist Head Start Programs

Dorcas R. Hardy, Assistant Secretary for Human Development Services, and Thomas W. Pauken, Director of ACTION, have announced a joint one-year demonstration project that will place some 645 senior citizen volunteers from ACTION programs in Head Start centers in nine areas across the country.

Under an agreement by the two agencies, about 600 volunteers from six ACTION Retired Senior Volunteer Programs (RSVP) and 45 volunteers from three ACTION Foster Grandparent Programs will provide a variety of child care and administrative services for Head Start programs in their areas.

Speaking of the project, Warren Master, Acting ACYF Commissioner, said: "This demonstration will show how effective older volunteers can be in serving programs for preschool children. The participating men and women will use their professional skills to assist in administrative activities and bring their ability to work with young children to Head Start classrooms. ACTION and ACYF will work together in the hope that this senior citizen volunteer project will serve as a model for other Head Start and child care programs throughout the nation."

The RSVP volunteers will serve as classroom aides, assist in food and health activities, help in parent education, and perform office and secretarial services. They will be reimbursed for any work-related transportation expenses.

The Foster Grandparents will work with handicapped children who have been placed with non-handicapped children in Head Start classrooms. Foster Grandparent volunteers will be paid a small stipend for their services.

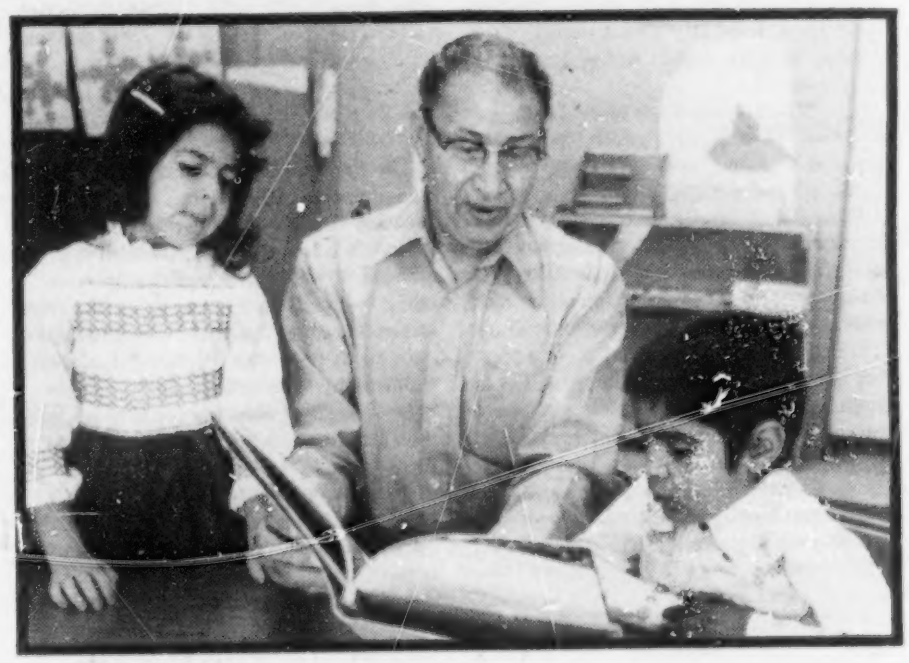
The demonstration has been made possible by the transfer to ACTION of $275,000 in Head Start funds from the Administration for Children, Youth and Families.

ACTION will award grants to the RSVP and Foster Grandparent programs to provide volunteer services to Head Start programs in their areas.

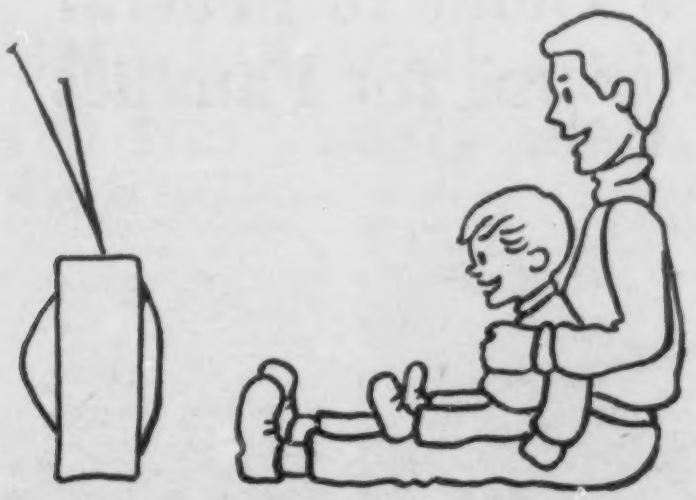
Participating RSVP grantees are: RSVP of Lee County, Fort Meyers, FL; RSVP of Joliet Area, Joliet IL; RSVP of Northwest Arkansas, Fayetteville, AR; RSVP of Pennington County, Rapid City, SD; and RSVP of Montgomery County, Wheaton, MD.

Foster Grandparent grantees are: Foster Grandparents of Tri-County, Soquel, CA; Foster Grandparents of the State Department of Health and Social Services, Madison, WI; and Foster Grandparents of Atlanta, Inc., Atlanta, GA.

For more information on the Foster Grandparent Program/RSVP Head Start Demonstration, write to Willard Hoing, project manager, Room M-500, ACTION, 806 Connecticut Ave., N.W., Washington, D.C. 20525, (202) 254-7290. ■



# Publications for Parents



*Children and Television: A Primer for Parents*, a 12-page booklet published by The Boys Town Center, Boys Town, NE, contains a wealth of information on the effects of television on children, together with practical suggestions for monitoring a child's television viewing.

Discussing the role that television plays in the lives of children, the booklet reviews research findings in several different areas—among them, the effects of continuous TV viewing on school performance, reading ability and play activities; the effects of viewing violence, and events, people and situations that do not portray the "real world"; and the influence of commercial advertising.

Although TV can play a major role in forming children's attitudes and behavior, the booklet stresses that "Parents are far from helpless in the exchange between the TV set and their child."

The booklet offers parents suggestions for limiting—or banning—a child's TV viewing; discussing the content of programs; teaching children to evaluate television shows; and counteracting the appeal of toy and food commercials. Industry and consumer groups in the television field and resources for students, parents and teachers are also listed.

Authors of the booklet are John P. Murray, Ph.D., a child psychologist at The Boys Town Center and former research coordinator for the U.S. Surgeon General's Scientific Advisory Committee on Television and Social Behavior at the National Institute of Mental Health, and Barbara Lonnborg, coordinator of science writing projects at The Boys Town Center.

The booklet includes a foreword by Edward L. Palmer, Ph.D., vice president of Children's Television Workshop, and an afterword, "Why Should Parents Get Involved?," by Peggy Charren, founder and president of Action for Children's Television.

Single copies of the booklet are available free by writing to Children's TV, The Boys Town Center, Boys Town, NE 68010.

*****

Three new publications of the National Committee for Prevention of Child Abuse (NCPCA), Chicago, IL:

*An Approach to Preventing Child Abuse* by Anne H. Cohn (36 pp., $4.50), a report on the findings of the National Conference on Child Abuse Prevention, convened by NCPCA.

*Growth and Development through Parenting* by Elizabeth Elmer (27 pp., $3.50), which explains child behavior that can be expected at each of the four stages of childhood and explores ways in which parents and children can help each other grow.

*Parent-Child Bonding: The Development of Intimacy* by Stanley I. Greenspan (3 pp., $1.75), a pamphlet which answers questions often asked by parents about the parent-child bonding process.

Single copies of the above three publications, together with the *NCPCA Catalog* describing other materials, may be obtained from the National Committee for Prevention of Child Abuse, 332 South Michigan Ave., Suite 1250, Chicago, IL 60604. ■

# National Conference on Child Sexual Abuse

The Special Unit of the Children's Hospital Child Protection Center and the Office of Child Health Advocacy at Children's Hospital National Medical Center, Washington, DC, have announced a National Conference on Sexual Victimization of Children.

The conference will be held May 6 to 8, 1982, at the Stouffer's National Center Hotel, Arlington, VA, in the Washington, DC area. It will be the second national conference on child sexual abuse sponsored by the Children's Hospital National Medical Center. An earlier conference was held in 1979, also in the Washington area.

Purpose of the conference is to bring together professionals in health care, social services, mental health, and law enforcement who work in programs that serve sexually abused children and their families.

In recent years, increasing national attention has focused on the sexual abuse of children. An estimated 200,000 children and adolescents are sexually victimized annually. Although some States have set up programs to deal with the problem, many of these children do not receive specialized care and sustain psychological trauma as well as physical injury.

Participants at the conference will have an opportunity to learn about the latest research findings in the field, new intervention and treatment techniques, and innovative program models. They will attend general sessions and workshops, as well as the presentation of papers and panel discussions at small group sessions.

Co-chairpersons are Joyce N. Thomas, Director of the child protection center special unit and Linda Jenstrom of the Office of Child Health Advocacy at Children's Hospital.

Describing plans for the conference, Linda Jenstrom said, "Emphasis will be on cooperation among the disciplines and agencies that work with sexually abused children and their families. Conferees will consider the sexual abuse of children among different ethnic and cultural groups and in military families, and will discuss the services required to meet the special needs of these families.

"There will be group sessions on prevention techniques, on education programs for children, and on services to treat adolescent abusers of young children."

Partial funding for the conference will be provided by Region III of the Public Health Service's Office for Maternal and Child Health, the Region III Resource Center of ACYF's National Center on Child Abuse and Neglect, the Child Health Center Board of Children's Hospital National Medical Center, and the Research Foundation of Children's Hospital.

For more information on the National Conference on Sexual Victimization of Children, write to Cheryl Rust or Nay Miles, Children's Hospital National Medical Center, 111 Michigan Ave., N.W., Washington, DC 20010, (202) 745-5682. ■

# New Guide to Federal Programs for Families

A large number of Federal programs in various departments and agencies provide services to America's families—and assistance to State and local agencies that work with families.

To provide a concise source of information on these Federal programs and to encourage increased cooperation among Federal, State and local social service agencies serving families, the Family Support Program of the Department of the Navy and ACYF's Office for Families have jointly sponsored the preparation of a new *Directory of Federal Family Programs*.

The directory, to be published early in 1982, will provide a wealth of information about Federal service and research programs for children and families. The two sponsors of the project are both involved in family-related activities. The Navy Family Support Program administers a network of Family Service Centers for military personnel in the U.S. and overseas. The Office for Families disseminates information about family programs to State and local governments and the private sector and assesses the effect of Federal policies and practices on families.

The *Directory of Federal Family Programs* was prepared by the editors and staff of the *American Family*, a national newsletter on family and public policy published by Wakefield Washington Associates, Inc., under a grant jointly supported by the Navy Family Support Program and the Office for Families.

The directory will provide information on some 300 family-related programs in 12 cabinet-level departments and 13 independent agencies of the Federal government. Included are programs that serve the general public and programs serving families in the armed forces and foreign service.

Each program listing will include a brief description of the activities and services of the program, and the name, address and telephone number of a person to contact for additional information.

The Department of Health and Human Services administers more than 80 of the programs in the directory—almost one-third of all programs listed. Among the HHS family-related programs described are those administered by the Office of Human Development Services, the Social Security Administration, the Public Health Service, and the Health Care Financing Administration.

These HHS programs provide education and information to the public; assist State and local governments in providing financial assistance and health services to the needy; and support research and demonstration projects.

Also described in the directory are family-related programs in the Department of Education, Department of Agriculture, Justice, Department of Transportation, Department of Defense, and each of the Armed Services—the Army, Navy, Air Force and Marine Corps—as well as programs for families in other Federal departments.

A number of programs serving families within the Veterans Administration, ACTION, the Office of Personnel Management and other independent Federal agencies are also included.

There are lists and descriptions of sources of data and statistics on families and a comprehensive index. The directory will be distributed by the Navy Family Support Program and the Office for Families.

For more information on the *Directory of Federal Family Programs*, write to the Office for Families, ACYF, P.O. Box 1182, Washington, DC 20013, (202) 472-3853. ■

# Head Start TV Spots to Recruit Volunteers

A woman reads to a young child . . . a nurse checks a youngster's blood pressure . . . parents paint the walls of a Head Start classroom . . . a man repairs a school bus.

These are some of the scenes shown in a new series of filmed public service announcements designed to recruit volunteers for Head Start programs. The spot announcements, prepared by ACYF's Office of Public Information and Education, have as their theme: "You can make a difference in a child's life by becoming a volunteer in Head Start."

Announcing the television spots, Head Start Director Henlay Foster said, "Volunteers have played an important role in local Head Start operations since the program was first established in 1965. Several hundred thousand volunteers now serve in Head Start programs across the nation. For every two children enrolled, at least one Head Start parent is providing a volunteer service in the program. While local Head Start programs have done an effective job in recruiting volunteers, this series of television spots will help bring volunteeers into the program to work with Head Start children and assist in a variety of administrative jobs."

The full-color public service announcements are being made available without charge to Head Start grantees in English and Spanish, in 30- and 60-second versions. Local Head Start programs will offer the spots to TV stations in their areas.

Each spot provides time at the conclusion for the insertion of a slide giving a local telephone number that viewers can call to obtain additional information.

In areas where more than one Head Start community is served by a TV station, grantees are being encouraged to get together and set up a single phone number to receive calls from viewers interested in becoming a Head Start volunteer.

For more information about these television spot announcements, Head Start programs can write to Project Head Start, P.O. Box 1182, Washington, D.C. 20013. ■

# Hispanic Partnerships Projects Renewed for Second Year

by Lisa Sutton

HDS' Hispanic Partnerships Projects are maturing not only in age, but in wisdom and success. Winding down their first year of operation, the projects appear to be headed toward an even more successful second year.

The Hispanic Partnerships Projects, which were funded in FY 1981, are aimed at increasing Hispanic utilization of services to meet the needs of Hispanic families, elderly, and severely disabled persons. During the first year the eight participating agencies expanded their outreach services, formed agency consortiums, employed bilingual staff, and gained both moral and monetary support of private business.

Miguel Torrado, project officer, points out that there are two important goals the projects are striving to reach.

"The first goal is a working philosophy. We are not just handing out services, we are aiding clients so they'll eventually become self-dependent." In other words, the program wants to help others to help themselves," Torrado said.

The second goal involves linking up and establishing good rapport with the private sector.

If a program is to be financially secure and if it is to initiate training opportunities for its clients, this linkage is important," Torrado said.

The projects are also devoting much time and energy to outreach services.

"It is important for the public to be aware of the available services so they can seek the appropriate services. For instance, the projects are using radio programs in Spanish, outreach workers of every age group, word-of-mouth, telephone hotlines and newsletters in Spanish to increase public awareness," Torrado said.

"Even failures can be learning experiences," stated Torrado. For example, one project utilized elderly people as advocates for other elderly persons in need of services. It was thought that the close age proximity would be an asset. However, it was soon discovered that the elderly advocates were more easily tired and drained. Experiences such as this illustrate what works and what does not work," Torrado said.

To evaluate the pros and cons of projects such as the Hispanic Partnerships Projects, a report will be distributed in 1983 to the surrounding communities of each Hispanic project. Both agency personnel and hired contractors will contribute to the report. It will include "how to," "how not to," and organizational information.

One example of a successful program is the Hispanic Partnership Project at Fordham-Tremont Community Mental Health Center in Bronx, NY. It originated in November 1980 and has become one of the most successful of the eight programs.

"This project is performing exceptionally well," according to Torrado. "It has met or exceeded all its goals in its first six months. The project assisted over 250 families or individuals, placed 40 welfare recipients in jobs, and assisted over 77 disabled persons to enter vocational rehabilitation with no dropouts."

The Fordham-Tremont project is comprised of four components; advocacy and referral, interagency coordination, research, and intensive outreach.

The centralized advocacy and referral activities include intake forms, contracts, appraisals of clients' needs, resources available, and follow-up to insure that the services sought are received.

Interagency coordination involves a network comprised of 15 community agencies. The network meets monthly to discuss barriers and to formulate plans of action.

The Hispanic Research Center has been taking surveys for the Fordham-Tremont project. This approach has helped to identify problems of various subgroups. According to Frances Lorenzi, project officer, "the interventions are data based, with the results fed to the network of agencies and to advocates."

"Outreach tactics for the elderly are focused on the churches since most area elderly people frequent the churches," Lorenzi said.

The integration of both the private and public sector has generated positive results not originally planned. Significantly, the project has successfully involved several local businesses including Kass Industrial Supply, Oxford Beverage Company, a building supply firm, a store equipment firm, Chemical Bank of New York, and the Ford Foundation.

"When funds provided did not cover the cost of research and training materials we searched for an alternative. Subsequently, the Ford Foundation awarded a grant to be used to produce training materials so that the program could be replicated in other cities," Lorenzi said.

Lorenzi pointed out that Conn-Edison Electric Company has also expressed an interest in hiring former welfare recipients and has asked the project to develop a

training program which the company could initiate.

The following is a list of the other seven projects and a brief description of their achievements during their first year of operation:

The project conducted by Denver Community College of Denver, CO, focuses on the Hispanic disabled. It is engaged in three activities; intensive training and placement of disabled homemakers as rehabilitation para-professionals; training for rehabilitation agency staff on ways to more effectively serve the Hispanic disabled; and training for Hispanic community agency staff on administrative, managerial, and service coordination techniques.

Ten displaced homemakers are being trained and will receive associate degrees in rehabilitation and job placements next spring. Ten more will begin training this fall.

*Continued on back page of this section*

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**Turf Battles--** *Continued from first page of this section*

necessary criticism of other programs decreases.

Joint funding arrangements have worked well in many program areas around the country. Some survey respondents with experience in joint funding arrangements described ways in which such arrangements could be streamlined and made easier through coordination at a higher level or through changes in regulations and requirements. Program administrators at the local level complained of having to deal with reporting requirements for multiple small grant programs. These multiple reports are often duplicative and time-consuming, as each agency insists on its own forms, definitions, and data-collection instruments. The program director may find him/herself being monitored and assessed by several agencies unless there is sufficient trust so that one agency can monitor the grants of the others.

A few years ago, the Joint Funding Simplification Act was passed to make joint funding easier. Under this law, there would be a lead agency to which the other two agencies would transfer their funds, entrusting this agency to conduct their reporting and auditing. Unfortunately, this plan did not work because both the Federal and State agencies were "too nervous" and wanted their own systems, forms and other administrative mechanisms. The concept is now being reexamined for use under the State block grant process.

**"Tradeoffs"**

"Tradeoffs" is a common cooperative activity and concept that does not necessarily involve funds. Two or more agencies or organizations enter into a symbiotic or bartering relationship where they meet each other's needs and those of their clients by providing each other with whatever they have to offer. The exchange does not have to be equal in value; often there is no way to quantify the benefits to everyone involved.

An example of such cooperative activity in Montana is the Project Energy Care, which has combined several programs in order to provide outreach to low income nandicapped and older persons not contacted by traditional outreach methods. The Low Income Senior Citizen Advocacy (LISCA) Center works with six ACTION-funded VISTA volunteers who conduct energy workshops around the State (on community gardens, weatherization, etc.). The local Community Action Programs and 70 RSVP volunteers, as well as some Green Thumb workers, were involved in the energy workshops, in the outreach efforts referred to above, and in fuel bill and other energy-related assistance. The Area Agencies on Aging and various other agencies and organizations also participated in the project. An important element in this project that can be duplicated elsewhere is the way in which the agencies quickly responded to the needs and opportunities to get involved with energy-related outreach and workshops. The agencies were all aware that not one of them could do it alone. For example, LISCA had some funds but lacked the local contacts. They were also seeking new ways in which to bring people (older individuals, as well as agencies) together in a rural State. ACTION had the volunteers at the local level who were interested in those kinds of opportunities, but lacked the funds to organize an energy-related project. Other agencies and organizations filled in the missing pieces once they understood how they could help.

**Trainers**

The potential for a pool of "trainers" is available in most local areas; yet there has been a tendency to hire expensive consultants or send staff to out-of-State workshops and conferences. These conferences have been valuable, but as training dollars and travel funds become scarce, agencies may have to meet their staff development needs in new, creative ways. One method is to assess the specific expertise of the staff of each local agency (or local college).

This "tradeoff" principle can be implemented inexpensively, except for the cost of staff time, travel, and some photocopying. It can be as simple as having speakers from other agencies coming to staff meetings. This principle offers many of the benefits that occur when people come together for training sessions. People share information, discuss the issues affecting their common constituency, gain mutual understanding of each other's programs, and increase the local knowledge base. In addition, people make the necessary contacts to do their jobs effectively, and after a training session they share similar assumptions about the people they serve. Another area the "tradeoff" principle can be applied to is outreach, where all existing outreach programs could be collectively used by other agencies and networks.

Ideally, people should not need tradeoffs in order for cooperative activity to occur. If an agency can offer something without overloading its staff, then it should not expect something in exchange because every agency's ultimate goal is the most effective delivery of services to its clients. Often, however, some people become involved more easily if they see added advantages for their agency.

To initiate an arrangement where agencies mutually benefit is simple (compared to joint

*Continued on back page of this section*

**Productivity**--*Continued from first page of this section*

Chamber of Commerce reveals "there is a large reservoir of positive worker attitudes that managers might utilize more effectively to improve performance and increase productivity."

Of all the elements in the equation of total factor productivity, the human resource is the most accessible, the most within the manager's span of control, and can produce the most results often in the shortest time to improve productivity.

**Successes**

The next question is what is being done?

At the State level, New Jersey has established an interchange and coordination structure for productivity improvement, a quarterly reporting system and a fund called the Productivity Investment Account. The first 15 projects were funded from this account and achieved estimated savings of $2.5 million from $40,000 first year seed money. Some of the achievements were in the areas of State aid administration, capital financing, purchasing and third party contracting.

The State of Florida in the past 18 months has made great progress in improving productivity. Each State agency has identified improvement targets and each has been assessed in terms of its economic impact on State government. For the 150 targets identified, the potential economic impact could be more than $80 million in savings, cost avoidance and increased revenues.

At the local level, a productivity improvement effort in Orange, CA, obtained increased output valued at over $85,000 per year for a workforce of 78 employees. The simple measuring of benchmark productivity motivated managers to take the steps which enhanced productivity.

Another city that has begun a productivity improvement program is Plano, TX. This city has engaged in education, action planning and data collection for the development of a measurement system in seven city departments. It is presently exploring productivity incentives.

These examples are but a few of the myriad of efforts across the country. As more and more public sector managers learn what productivity means and recognize its value in addressing economic problems, more and more are taking up the effort. There is no one approach, no one technique, no magic formula, because each organization has a different workforce, a different set of resources and different disincentives and incentives to improve.

The problem does indeed exist. The structural and environmental barriers to productivity are very real. Yet, the public sector may actually be a jump ahead of the private sector by having ready access to vast collections of data on all areas of management, standards and personnel systems. And it has an employee population who would welcome an opportunity to be more involved in accomplishing their organization's goals. ■

*Ms. Comola is project manager for public sector issues at the American Productivity Center in Houston, TX.*


**hds**
**human development services**

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**Turf**-- *Continued from preceding page*

funding, co-location, etc.). A director can begin by assessing his/her own resources (staff, funds, local support, State level contacts, or network) and then those of the potential agency or organization. The ideas and objectives of cooperative activity can then be proposed to the interested agencies. Expectations and hopes must be stated clearly in the beginning to prevent disappointments later.

It is interesting that local survey respondents indicated the need for State mandates "to force us to cooperate." Also, when cooperation happens at the State level, local projects are more likely to follow suit.

**Communication**

Communication is a fundamental ingredient without which there can be no cooperation or working relationships. Our survey responses indicated that a high correlation existed between the perception of the degree of coordination and the frequency and number of communications, including newsletters, State plans, letters, phone calls, etc. Even if people didn't have time to read or respond to printed communication, they appreciated being kept informed so much that they defined a "relationship" around the level of communication with the network, agency, organization or office in question. ■

*The writer was coordinator of a Task Force established in Region VIII (Colorado, Wyoming, Utah, North Dakota, South Dakota, Montana) to develop specific recommendations for cooperative approaches to programs and activities in advocacy by and for the elderly. The project was jointly funded by the Administration on Aging, the Community Services Administration and ACTION.*

**Hispanic**--*Continued from preceding page*

The training program for community and rehabilitation agency staff is proceeding on schedule. A training guide is being developed to be used by other community colleges interested in implementing similiar programs. The project has been successful in obtaining financial assistance for trainees from State and local sources.

Essex County Community College of Newark, NJ, is involved in the development and implementation of a 30 credit hour program at Essex County Community College. The coursework stresses human service coordination and supervised fieldwork in the area of severe disability, and leads to a certificate.

The Mexican-American Community Services Agency of San Jose, CA, concentrates on three human service categories; the elderly, youth and families, and vocational rehabilitation. The project is based on a consortium of 21 service agencies and community groups, including city and county government. Multiple human services offered by the 21 agencies are coordinated so that they complement each other and increase the degree of self-dependency of recipients.

Eight agencies have asked to join the consortium since the project started. Through the consortium efforts, a local community college has implemented a training program leading to an associate degree, with courses taught at neighborhood locations.

The Institute for the Puerto Rican Elderly of New York, NY, trains and uses older Hispanic outreach workers (50 or older) for services provided by 12 city, State, and community agencies including coordinated intake and referral.

By June 10, 1981, the project had provided referral services to 2,256 Hispanic elderly, 80 percent of whom have family income of less than $500 a month. More than 105 disabled Hispanics were referred to rehabilitation programs.

The Little Havana Activities Center of Miami, FL, has two components. The first is information and referral on services available to the elderly. The second is employment assistance to the elderly.

Amigos dell Valle, Inc., McAllen, TX, began a project with elderly Hispanic women as paraprofessional information and referral workers. In addition, the project has developed a bilingual, multi-media system to inform Mexican-Americans of services available in the area.

The New Mexico State Agency in Santa Fe, NM, plans to increase the capacity of community-based groups to provide services to the Hispanic elderly. However, this project has experienced difficulties in initiating proposed activities and has not yet become fully operational," Torrado said.

The total amount awarded the Hispanic Partnerships Projects for FY 1982 is $746,490. The eight projects are awarded two grants each. Each project receives funding from Human Development Services (HDS). In addition, four programs receive funding from Administration on Aging (AoA) and four receive funding from the Department of Education's Rehabilitation Services Administration (RSA). ■

*Lisa Sutton is a senior at Assumption College in Worcester, MA. Ms. Sutton is currently an intern in the HDS Office of Public Affairs.*


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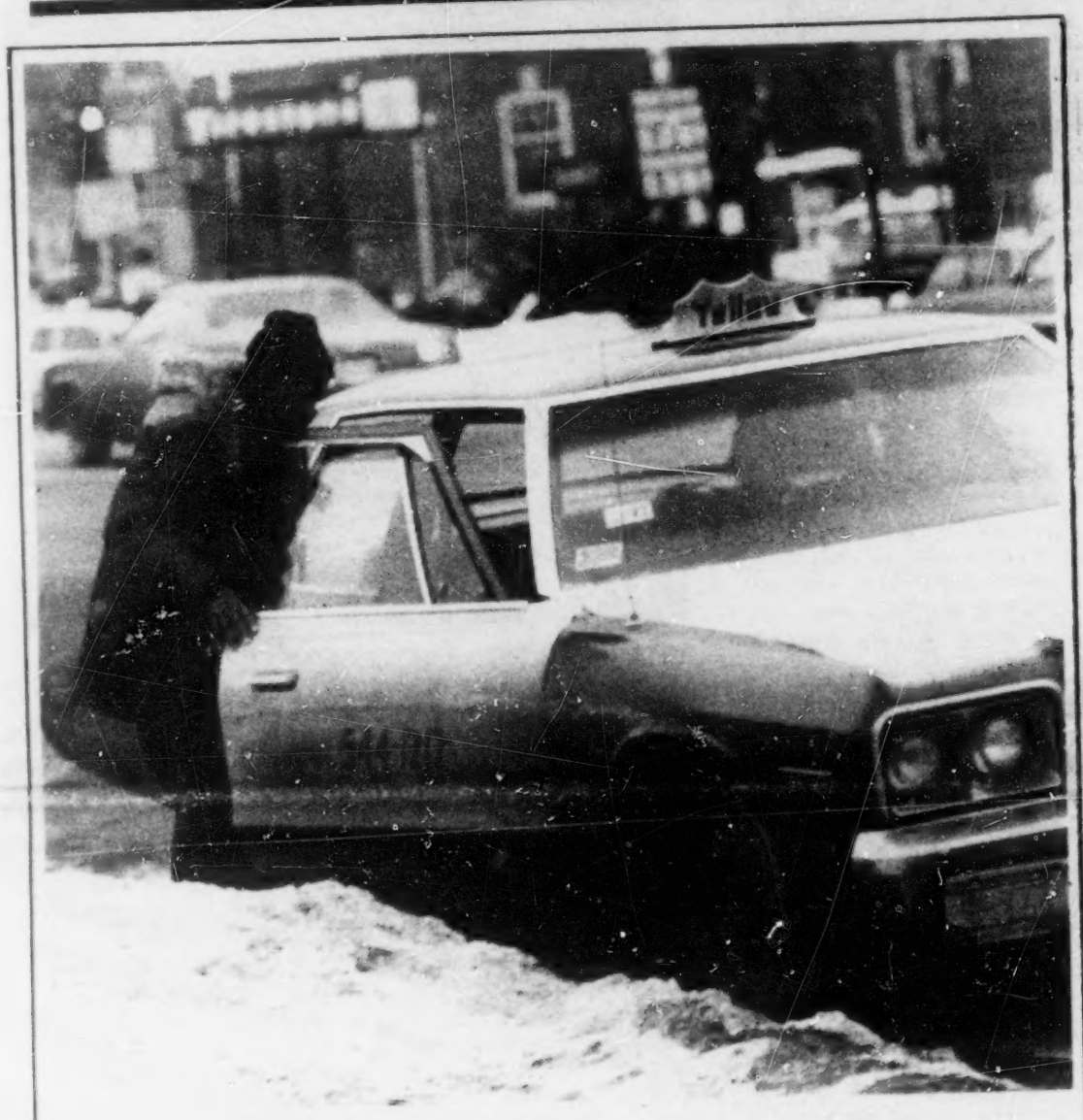
# Human Development News

U.S. Department of Health and Human Services • Office of Human Development Services • Office of Public Affairs

February-March 1982



## Half-Fare Taxi Service for Seniors

by Jean Glenn

Now in its fourth year of operation, the SCAT (Senior Citizen Affordable Taxi) service in Wilmington, DE, matches business acumen with an evident need. As a result, seniors are riding taxis from early morning to late night at half price or less and William Megee's taxi service is still operating at a profit.

Megee was born, educated and grew up in Delaware. After his war service with the Mountain and Ski Troops, U.S. Infantry, he returned there to marry, start a family and a family business.

He can't date his precise interest in older people who needed to get someplace but were unable or afraid to venture out on their own.

"I've always been interested in senior citizens' concerns," he said. "I still go to meetings at one or the other 30 senior centers in our area. It's my town."

It was also Gertrude Lowell's town. Gertrude is a long time senior citizen activist and editor of the *Delaware Senior Citizen* newspaper. It is also Representative Orlando George's district.

Gertrude Lowell and Bill Megee thought older persons would use taxis if the price could be reduced and they were to be available on call, as needed, without advance appointments or paperwork. There were one or two problems.

The first Megee brought to his State representative, Orlando George. The taxi cab business is a regulated industry. In order to offer reductions in fares, the legislature had to come up with its approval — and some money.

Orlando George and his fellow legislators considered the advantages of a user-sided subsidy like a taxi cab against the purchase of State vans for the transportation of the elderly. The Delaware Authority for Specialized Transportation already provided services for the handicapped elderly or those on Medicaid, but it was finally decided that the taxi service would fill a gap that Specialized Transportation couldn't handle. $100,000, drawn from the State's

*Continued on back page*

## Cross-Lines: Part of the Answer

by Donald C. Bakely, D.D.

*Rev. Donald C. Bakely is executive director of Cross-Lines Cooperative Council, Inc. The project serves both Kansas City, KS, and areas of Kansas City, MO. Rev. Bakely has received special commendations from President Ford, the National Jaycees, the national anti-poverty program and many other State and local groups. He was recipient of the Liberty Bell Award from the American Bar Association.*

In these days of Federal budget cuts, not for profit agencies are having to look much closer to the private sector for resources to accomplish their goals. Cross-Lines Cooperative Council, Inc., In Kansas City, Kansas, is an inter-denominational, inner-city, inter-racial agency that pulls together the resources of the churches, business community, other agencies and the recipient community.

It started when five pastors decided to do something about poverty. Rather than start an agency, they looked around to see who already was serving the poor and then looked for ways to strengthen those agencies. It has since grown from five denominations to over 600 churches of 40 denominations.

The word cooperative means that we work very much with other agencies and clubs in our neighborhood which are trying to help the poor. Only if other groups can't, or won't, supply needed services, does Cross-Lines provide those services.

Most agencies don't realize how much help and how many resources are available in their communities. Cross-Lines, for years, has tapped resources from all parts of the community to help in its service. To give some examples:

Our adult high school helps adults graduate from high school. It also teaches adults to read and write and it helps people from other lands learn to use English as their language. In order to accomplish this we borrow the property of a Baptist church, the free services of many volunteers (professional and non-professional) from churches, service clubs, etc. Our local junior college supplies some of the funding for books and for certain staff. Students who graduate often become teachers themselves.

In our Emergency Assistance component we get canned goods from churches, schools, Boy Scouts, service clubs, etc. We find that American business throws away millions of pounds of absolutely good food each year. This is food that is near its expiration date or which has had its packaging damaged or, perhaps, some ingredient has been left out so that it can't be sold. "Harvesters," an agency in town, talks the food producer out of throwing these foods

*Continued on next page*

HE 23.10:

## Cross-Lines
*Continued from page 1*

away. Last year Harvesters collected over 300,000 pounds of absolutely good food and gave it to over 100 agencies. The United Methodists of the State of Kansas once a year have a major round up in which they bring clothing, food, furniture, toys, household items to a central spot and many tractor trailer loads are distributed to agencies like ours. Some of our recipients go to grocery stores and ask for day-old bread to deliver to a variety of agencies. A number of churches that support us have people who are willing to give $10 extra twice a year for emergencies when we have utilities bills or extra problems. These churches are called and usually come up with enough money to handle whatever situation it is.

In order to haul good used furniture from giver to receiver, we needed a vehicle. People are always giving Cross-Lines vehicles. We usually find out why they gave them to us when we try to operate them—but one group bought us a *new* heavy duty pick-up truck which is getting plenty of use. Another church bought us a 15-passenger van in which we transport senior citizens to nutrition sites. A small foundation bought us another van to be used for the same purpose.

Our Housing Repair program is an excellent example of finding community resources. We have two types of housing programs. One is new housing. We have sponsored over $10 million worth of housing through HUD. In order to do this, we borrow a lot of brains from community experts—people in housing management, builders, architects and folks like that. In one of our housing projects a local medical group has set up a day care treatment center so that elderly people can have their health needs met by coming to the center. This keeps them from having to sell their homes to go into nursing homes. That medical agency, Clinicare, was started by one of the Cross-Lines board members—a Roman Catholic nun who was a nurse. She "borrowed" doctors and a variety of medical people and started a walk-in clinic for the neighborhood. The project has since grown to where over 60 full time paid staff members deliver health care into people's homes. Last month they made over 4,700 home visits.

In housing repair, many of our people live in deteriorated homes and often are in danger of losing them because of Minimum Code Standards. A fire captain in the next county is on duty 24 hours and then off duty for 48. When he is off duty he comes to Cross-Lines and helps repair homes. He fixes furnaces, toilets, electrical problems, etc. He is now working with a pilot block in one of our deteriorated neighborhoods. We have organized the block and have received money from Community Development funds to help. We found that many of the people who live on the block have partial skills in housing repair. They take turns helping repair each other's homes.

A group of young people who have been sentenced several times through the courts are learning job skills by working with the people of that neighborhood.

One small church several hundred miles away raised enough money to send one of their members to work for us. He is a carpenter and is now getting ready to start his third year at Cross-Lines. Farmers from that community often come to Kansas City for several days to help this carpenter repair homes. The people of that church built a large storage shed for housing materials.

The materials often are donated by lumber yards and by individuals who have extra things lying around their house. Several times rural neighborhoods have torn down deteriorated buildings and brought us the useable materials which could be salvaged.

One of our lumber yards brings us wood, which poverty people (in a job training experience) cut up into surveyor stakes and sell back to the lumber yard.

In our job training program we also repair non-poverty homes, charging somewhere near the market rate. We use the profits to buy materials and repair poverty homes.

There are many other programs at Cross-Lines, but this gives you some idea of the large variety of resources available.

Cross-Lines is an agency with a small staff. Often we get into projects which are over our heads. We have found that expertise to help us with these projects is available through churches and other organizations. For the last year and a half, for instance, we have been involved in an attempt to start recycling plastic materials so that we can turn them into wood products such as fence posts, boat docks, pig feeder floors, patios, park benches, etc. This is being done in Europe but not in the U.S. A number of people have helped us think through the possible markets, establish business procedures and are now preparing to help us find ways to purchase machinery to do this project. A local consulting firm has loaned us their brains to think the project through.

For recycling of used car oil, an oil company owner has given us a 1,500 gallon tank truck, money and his expertise. A local trash hauler, who is interested in oil recycling, has helped us find a market. A State agency gave us a grant to purchase specially built barrels into which citizens can pour their used oil. Local fire companies are allowing us to put the barrels at fire stations.

We, as an agency, don't have the experience within the agency to do things like this, but the information is in the community and it can be found.

One of the ways to find community resources is to make sure you tell your story wherever and whenever you can. Church groups, business people need to see faces with agencies. Hardly anyone trusts a letterhead. Our staff makes some 300 speeches a year to groups from five people to several thousand people. These people get to know us and will respond to our needs.

Another thing is that money not spent is money in the bank. We have found that when agencies work together they can pool their resources. In our building are several agencies and many in our neighborhood. The agencies in the building share office space, machinery, staff. The agencies in the neighborhood share tasks so that there is no competition, and they work together very closely. There is much money that we don't have to spend because we are working together.

A large life insurance company for several years has computerized our mailing list and done our annual report.

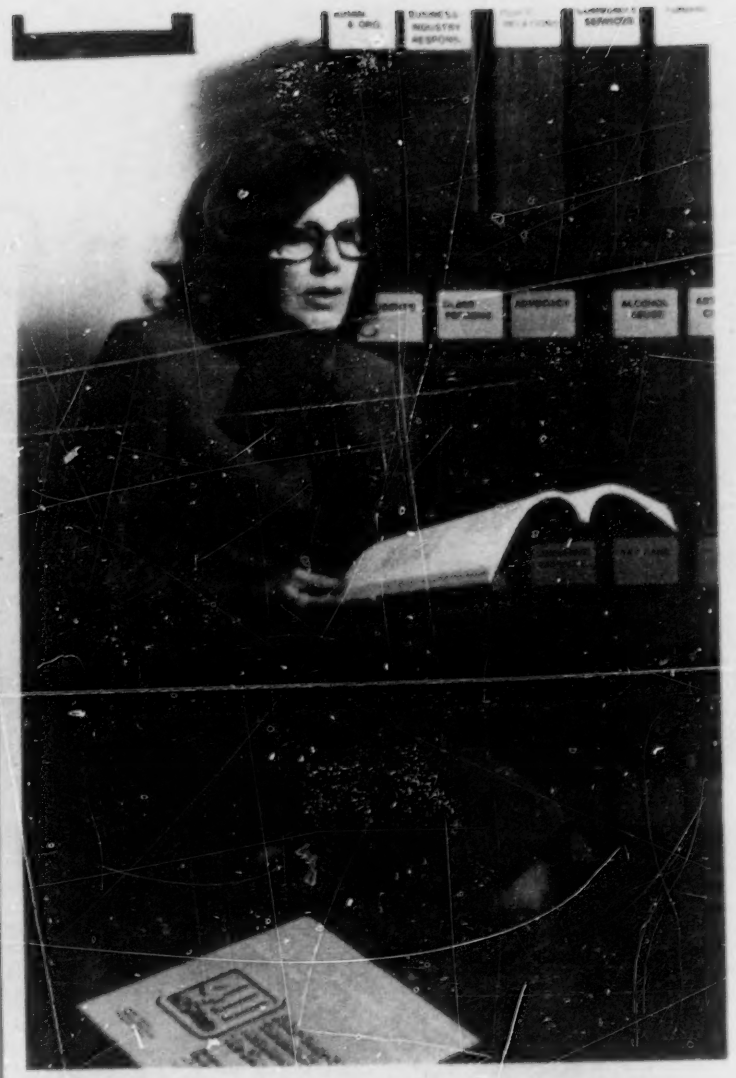
One more thing: the way to get resources is to get people to say "yes" to your needs. If you are the kind of agency that asks government, church and private agencies for help and accepts the word "no" easily, then "no" is going to be your answer. We have learned not to take the word "no" easily. Usually, if we're after funding somewhere, we try to get someone who knows that agency to help us. When we talk to business people we try to make sure that a friend of the person we are asking goes with us to do the asking. It makes a lot of difference.

Your community has a lot of help to offer. Your job is to find it, to get it and to use it. ■

*Ed. Note*

*In 1976, the U.S. Bicentennial Administration selected Cross-Lines to be one of the 200 Horizons on Display projects chosen to be used as demonstration projects in countries all over the world. Cross-Lines was one of 10 agencies to be used as examples of ways of making the city livable, in a 140-nation conference sponsored by the U.N.*

*Cross-Lines was selected to be one of 10 agencies used in a display in the John F. Kennedy Space Center.*



# The Green Sheets . . .

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"You can't sit home and do nothing," according to Harriet Kipps.

When Mrs. Kipps was forced to "drop out" of the nine-to-five world due to an accident, she reviewed her past fields of involvement (academic, local government, journalism, the private sector) and realized that she was "hooked" on aspects of these positions that included voluntarism. Urging from the volunteer community that she continue providing resource information to them, and a loan from the Small Business Administration, resulted in the establishment of Four-One-One—an effort dedicated to enhancing volunteerism.

The GREEN SHEETS, Four-One-One's basic publication, is widely used in the field—from small local programs to the Library of Congress.

Now the companion pieces, the TRAINING BLUE BOOK and PROGRAM PROFILES (a.k.a. "Pure Gold Pages") are available. Together they make up the COMMUNITY RESOURCE TIELINE, providing access to help for volunteer leaders in three ways.

(1) GREEN SHEETS—resource organizations and agencies at the national level with descriptions of services; relevant publications from all levels, but especially local volunteer programs (arranged in 30 subject areas, 328pp).

(2) TRAINING BLUE BOOK—nationwide, statewide, areawide training events, both on and off campus, for volunteer managers and volunteers (arranged by state, 160pp).

(3) PURE GOLD PAGES, a.k.a. "Program Profiles"—management details, etc., on local programs involving volunteers to address community problems (arranged in 30 subject areas, 160pp).

VOLUNTEERS! a card game is a mini-training tool suggested by the symbols used in the TIE LINE. TIE LINE owners receive a free copy.

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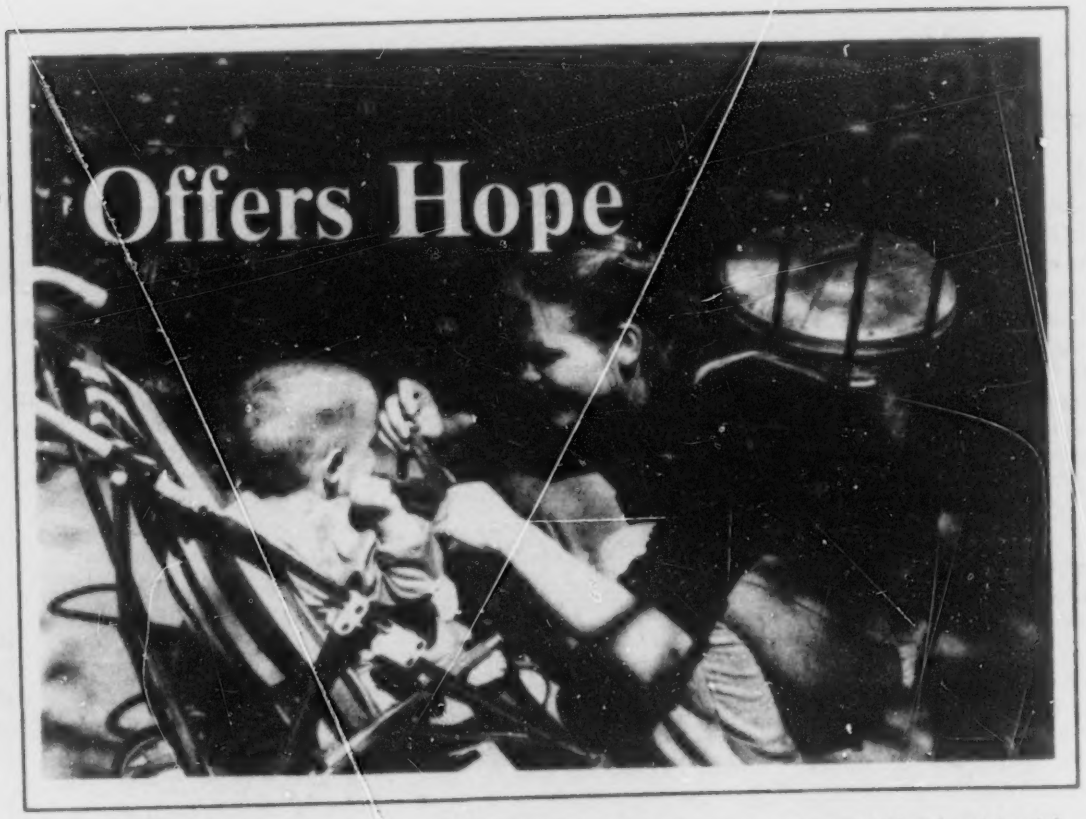
| GREEN SHEETS (w/free binder)* | $30.00 |
| TRAINING BLUE BOOK | $12.50 |
| PURE GOLD PAGES | $12.50 |
| POSTAGE/HANDLING $1.50 each | $4.50 |
| TOTAL TIE LINE | $59.50** |
| VOLUNTEERS! (free w/TIE LINE) | $ 5.00 |

*Binder with dividers designed to accommodate ALL THREE publications, but offered free only with GREEN SHEETS; additional binders $7.50 each.

**Each item may be purchased separately.

Additional information can be obtained by writing Four-One-One, 7304 Beverly St., Annandale, VA 22003. ■

# Women's Center Offers Hope



The years spent by children placed in foster care have shocked both social scientists who deal with their present and future problems and economists who are staggered by the cost of what is at best an imperfect system.

Six years ago, Lynne Cutler, a protective service worker, thought there had to be an alternative for at least some of the families she counselled. She observed the sad parade of children and anticipated the hopeless future of their mothers; for the most part uneducated, unskilled and unable to break out of the bitter cycle of poverty and dependence.

She thought she might have a workable answer. She knew that any solution had to offer a chance for families to stay together while providing opportunities for the mothers. And it also had to save money.

Her idea was to establish a place where women who were heads of households (separated, single or divorced, with children) could stay until, given the benefit of professional counseling, vocational training and the exchange of experience and advice from others like the themselves, they could acquire a solid foundation to begin managing their own lives.

Such a comprehensive support system couldn't be a "quick fix" project. It would take time. Also, to achieve the ultimate goals of freedom from dependency and self-support, someone had to be willing to believe that it might succeed.

She found part of the answer when Delaware, Montgomery, Chester and Philadelphia counties in Pennsylvania agreed that the facility she described would be of great value. A formal agreement to establish a Women's Alternative Center was drawn up in January of 1976. A research and demonstration grant from HDS was awarded the next year. Then she approached the community.

"We knew we couldn't count on Federal support for the whole thing or for a long period of time," Cutler said. "This project had to involve the private sector and private citizens from the very beginning if it was going to work."

She describes the response as "beautiful.

"From the day we opened in May 1978, we've had good volunteer help, free tickets to special events, donations of clothing in very good condition and, most wonderful of all, the big house in Wawa, Delaware County which was given to us by a wonderful family."

Industries have always been helpful and still are. For example, Sun Oil Company has given money; Sears Roebuck and Scott Paper Products have donated supplies. The Colonial Penn Insurance group offers training to residents of the center.

"I don't think I could name all the companies or persons who have given us everything from dollars to time," Cutler said. "And we are getting closer all the time to making it on our own—with no Federal support. The PEW Memorial Foundation has been great. And we have a purchase of service contract with the Children and Youth agencies of several Pennsylvania counties in the State's Department of Public Welfare."

The center accepts families who are eligible for the three-to-six month residency program. Trained personnel, including social workers, educators, psychologists, child care workers, interdisciplinary personnel and resident house managers work with the entire family. Costs are kept down by using skilled but non-professional workers except for those instances where professional help is needed.

"The women gain a lot from talking with each other," Cutler says. "And I think the common sense of the house managers has had a very good effect on our families. When, for example, a psychologist is needed, we draw from our consulting staff."

The center utilizes a differentiated staffing pattern with counseling services provided by a staff member with an ACSW and considerable clinical experience; a Masters Degree counselor and, as Cutler said, house managers with limited formal training but with an abundance of personal experience. Community resources are utilized whenever it is feasible; for example, local schools, legal aid, mental health centers, clinics, training programs, etc.

The big rambling house in which the center is lodged can accommodate eight to 10 families at a time. To qualify for services, the woman must be either low income or on public assistance and must want to take positive steps to change her situation.

Among the services provided by the Center are:

- Room and board and personal necessities; 24 hour staff supervision
- An individualized plan developed with each family
- Vocational counselling and decision-making skills
- Recreational and social activities
- Day Care
- Community re-entry services

The re-entry services include helping the family locate housing, follow-up group sessions, periodic home visits and referral to appropriate community resources.

By January of 1980, some results were becoming evident. An evaluation report showed that of the 15 mothers and 30 children who had completed the program, 14 mothers and 29 children were in their own homes. Most had maintained a home, held a job and kept their families together from six months to a year. The rest were still in the first few months of independent living.

Today more than 60 mothers and their children have completed the transistion from dependence to self-reliance. ■

*Dorcas R. Hardy, Assistant Secretary of HDS is shown (right) visiting with one of the children at a Head Start Center in Nome, Alaska. The center was one of several site visits made by the Assistant Secretary while she was in the State to address the National Congress of American Indians.*

# Resource Center To Help States Reunify Families

The Children's Bureau has awarded a $264,000 grant to create a National Resource Center on Family Based Services to help states and communities develop programs to reduce the number of children entering foster care.

The center will be operated by the National Clearinghouse on Home Based Services for Children at the University of Iowa School of Social Work, Iowa City.

A major purpose of the center will be to help States comply with provisions of the Adoption Assistance and Child Welfare Act of 1980 (P.L. 96-272) which require States to establish services to prevent the out-of-home placement of children and to reunify families, in order to qualify for increased Federal Child Welfare funds.

There are currently about 500,000 children in foster care in the United States, including approximately 395,000 in foster family homes. Recent studies have shown that about half the children in foster family care received no in-home services prior to placement.

During its first year of operation, the center will provide technical assistance to three States—Virginia, Minnesota and Colorado — working to reduce the use of foster care and to increase services that reunify families.

A handbook will be prepared for use by States outlining different strategies for employing child welfare funds and services to prevent family breakdown.

The Resource Center will also disseminate materials gathered by the Iowa University Clearinghouse over the past four years on existing family based service programs. Many of these programs have had notable success in helping families stay together during periods of family stress.

These programs focus on the family as a unit and often work through teams which may include social workers, lay therapists and volunteers. Treatment is usually provided in the home where the team can observe interactions between family members and identify problems that are contributing to the immediate crisis.

Data from these programs indicate that the cost of providing short-term, intensive family services is generally less than the cost of a child's average stay in foster care, and is dramatically lower than the cost of care in an institution.

Additional information on the project may be obtained from the National Resource Center on Family Based Services, National Clearinghouse on Home Based Services for Children, School of Social Work, University of Iowa, Iowa City, IA 52319. ■

# Burnout In Human Services

by Albert J. Bernstein, Ph.D.

In speaking about burnout it's very hard to separate emotions from the facts. The name "burnout" itself has a romantic side. It suggests the shrivelled husk of a once vital human service worker consumed in a blinding flash of glory. The name sounds like something you would like to have if you have to have something; much more attractive than say, depression, constipation, alcoholism, or psoriasis.

When most people in the human services talk about burnout, I think they are talking about their perception of the defeat of idealism by reality. There's never enough money for adequate human services; our clients may not improve; there are too many forms and not very many people to value what we do. The pay isn't great. Most of the benefits there are internal and come from the satisfaction from helping other people. It's no wonder that people working in such emotionally draining situations should invent a disorder that precisely explains the difficulties of their job to the rest of the world.

Burnout for some people is not just a problem, it's a part of their identity. It has, more than most disorders, a real component of secondary gain. The expectations for people who have burned out are very different from those for people who have not yet begun to smolder.

In the human services the turnover rate is phenomenal. Many people who start off liking their jobs become progressively more and more frustrated. It's much easier and kinder to say that they have a case of "burnout" caused by years of doing battle with an inhuman system than it is to say that they have lost the flexibility and adaptability needed to deal with the system and other aspects of human service work that lead to frustration and disheartenment.

I believe that burnout is real. I believe also that it is, as the name suggests, analogous to a form of oxidation. Rather than flames, however, I believe we're talking about rust. Over the years some people in any given job tend to lock into habit patterns that become encrusted and rigid, which, as the system changes are much more likely to become maladaptive.

This is not to say that there is anything reasonable, understandable, or admirable about the system in which human service occupations exist. The system does exist and it changes at the whim of many forces that are totally beyond the control of the average human service worker. We have little control over disease and infirmity. We can't even make our own clients do the things that are best for them. There is no denying that human service is a very difficult field to be involved in.

The job is difficult, but burnout is not inevitable. When most peole think of combustion they tend to see the fire source very clearly, but often forget that fire, in order to burn, needs fuel. There must be something for the flame to ignite, or no combustion will occur. It is often forgotten that there are some people who have worked in human services for a number of years and haven't burned out. A question that I have pondered for some time is — what is so different about these people that they can pass through the fire and remain unburned?

I think that burnout may be categorized as a sub-clinical depression, and is caused by the same things that cause depression in a clinical population. There are some depressions that are physiological. But most are the result of a particular lifestyle, a particular pattern of behaving that leads to feelings of dysphoria.

### Lack Of Pleasant Events

The basic theory here, as propounded by Dr. Peter Lewinsohn at the University of Oregon is quite simple. People who become depressed or burned out do so because they don't have any fun. Lewinsohn has people keep daily records of the pleasant events they engage in. The result? People who are depressed do less things that they consider fun. In most people's jobs there are both pleasant things and unpleasant aspects. Sometimes, with the people I've worked with who have burned out, it's difficult to find the pleasant things at first glance or at least to find things they really experience as pleasant rather than things they think ought to be pleasant.

Usually socializing with co-workers is very high on the list of pleasant aspects in the work environment. When things are stressful the workload is high and the rewards are low. In most people, and it seems that the more conscientious they are they more likely this is to occur; the first thing they lose are the social contacts. They cancel lunch with a friend, or don't go down the hall to chat and generally cut down on their social contacts at work. I believe that this is because, in our society, the socialization that goes on at work is regarded by most employers and employees as an interference rather than a motivator.

People in human services who are often afflicted with well developed consciences are quite likely to begin dropping non-work related conversations as the stress level becomes higher. If you speak with people who are sliding into the burnout syndrome, very often their perception of their job is that the negative events are increasing rather than the positive events decreasing. The job itself rather than the environment in which the job is done gets the blame for the negative feelings. When people work with me to deal with burnout, I always explore with them the positive events that they might experience in their job whether these are big or small. I have them schedule pleasant events as if they were important appointments. The procedure seems silly at first, but it does work. It seems that the only way that you can get some people to enjoy themselves on the job is to order them to do so.

An kN I worked with at a nursing home began to have difficulties with her job. Several of her patients had died recently and though she was not at all to blame, she seemed to respond to the deaths as if in some way they were her fault. She dealt with the situation by working harder and harder. She wouldn't take time to do anything and would be very critical when her co-workers would laugh and talk around the nursing station. She continued to work harder and became demanding of herself and others. She liked her job less and less. She was thinking of resigning and many of her co-workers hoped she would.

I had her schedule at least three pleasant events per day at first and gradually raised the requirement until she began to resume some of the pleasanter parts of her job. Her mood improved as did the attitudes of her co-workers. She was able to consider her feelings about her job in a more objective light.

### Feelings of Helplessness

It is true that there are many things that affect a human service worker that he or she has no control over. It does no one any good to dwell on situations that they can't control. The question is what steps can they take to control at least a part of the situation or what else they can think about. Treatment for this aspect of burnout involves a shift in perception and often a concomitant.

An employee in a facility for the elderly was convinced that rules made by a certain government agency were to blame for most of his occupational difficulties. I had him go two weeks without mentioning the name of the agency and this was enough to show him how much of his control he was giving away. He began to pay more attention to matters closer to home and this improved his job satisfaction.

### Interpersonal Factors

In the case of burnout, the person who is burning out feels bad. He or she may seek out support in friends, family or co-workers by telling them how bad the job is, how impossible, how frustrating, or whatever. At first this may be met with expressions of sympathy. The person who's burning out may feel better for the moment knowing that at least someone understands. If this scene is played out too many times patience wears thin. The support is no longer there, leaving the burnout victim wondering where all his or her support has gone. It leaves friends, family and co-workers feeling vaguely guilty, but mostly feeling that they would like to get out of the situation.

The trap is surprisingly easy to fall into for several reasons. First, when people ask for support from other people, what they usually want is sympathy and agreement. They may feel hurt if they don't get it. For people who are close to a person who is burning out, the pressure is strong to agree that the job is becoming more difficult, co-workers more unreasonable, and fate more unkind. Agreeing to statements like this may not be the most helpful response. Second, there is a tremendous precedent for complaining about one's job. Alexander Pope said, "Blame is safer than praise." This seems to be especially true where the job is concerned. In the short run, blaming others and complaining about the job are a pleasant social pastime that brings people together. If carried to extreme the behavior can lead to bitterness and alienation. The problem lies in knowing where to draw the line. When I work with people who are dealing with burnout I pay very close attention to the effects that their communications have on other people. We examine relationships at work and at home to see if that person is actually getting what he or she wants. The person may then decide to alter some communicaiton patterns. This was certainly an important aspect of treatment in the case of the nurse I mentioned earlier. Thinking out the effects of one person's communication on another can be a difficult task. People are not always open to comments about the effects of their communication. Eventually, through demonstrating that the effects of a particular style of communicaton are not only negative but pervasive I am able to convince people by sharing an old saying my grandfather once told me — "If one person tells you you're a horse, you can laugh at him. If two people tell you you're a horse, think it over. If three people tell you you're a horse, buy a saddle."

In summation I think that what is commonly called burnout has several different aspects as do most psychological problems. When one carefully looks at the causes, strategies for treatment and prevention become clearer. The very name by which the disorder is called, however, makes looking at causes more difficult. The word burnout is so laden with emotional meaning that it can seldom be discussed as objectively as a disorder called "job dissatisfaction syndrome" might be.

For whatever reason and by whatever name every year burnout takes its toll. I think that the problem is serious enough that we need to look closely at our conceptualization to see if it aids in the solution—or is a part of the problem itself. ■

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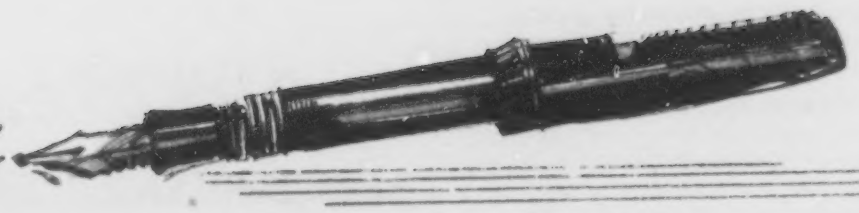
*Dr. Bernstein is Director of Clinical Services at Elahan, a community mental health center in Vancouver, WA. He has written a book and several articles on treating depression and burnout. This article was prepared for the 1981 national conference of the American Association of Homes for the Aging in Portland, OR.*

# Worth Noting



**IN THE COMMUNITY.** "Deinstitutionalization and Community Adjustment of Mentally Retarded People," edited by Robert H. Bruininks, C. Edward Meyers, Barbara B. Sigford, and K. Charlie Lakin, American Association on Mental Deficiency, 5101 Wisconsin Ave., N.W., Washington, DC 20016, 1981, 412 pages, $24.75.

At the start of this volume, lest anyone feel that living in communities is radically new, Richard Scheerenberger commented, "Though there was a brief historical moment when institutions were theoretically viewed as being the sole answer to the problem of mental retardation, the idea was quickly abandoned as both unwise and impractical."

And parents and other authorities once again turned their thoughts to natural settings and basic needs of people. How has deinstitutionalization been working? How can it become more effective? This book, partially funded by the Administration on Developmental Disabilities, summarizes much of the research in this area during the past 10 years. The volume combines two sets of papers on the general issues of deinstitutionalization and adjustment of retarded people in the community. Several papers were initially gathered together for a monograph on the topic, and the other set was given at a conference on community adjustment sponsored by the Department of Psychoeducational Studies University of Minnesota.

Writers include the editors and many other authorities in this field. The book is divided into a section giving an overview of deinstitutionalization and community adjustment, research issues, recent research in community placement, and research on providing and evaluating community placement. One does not curl up to this book. You have to be after hard information.

**INDIVIDUALITY.** "To treat and respect the mentally handicapped as anything less than human is as reprehensible an act as racism, as sexism, as any injustice launched from the ignorance of an intolerant mind.

"It is not the uniformity of the human species that grants it its beauty, it is the individuality and uniqueness of each of its members and it is those who cannot see or appreciate this beauty that have the real handicaps."

—Thomas M. Henderson
The Centre Press (9-17-81)
Mount Angel Training Center
Mount Angel, OR

**TV FICTION.** The manner in which television portrays disabled people was the subject of a survey by the Regional Rehabilitation Research Institute on Attitudinal, Legal and Leisure Barriers (also known as RRRI-ALLB). For three weeks, there were random samplings of afternoon and prime-time programs. Then, for one month they viewed programs that have characters with disabilities.

It was not all bad, but disabled people are still not part of the general scene. They are set apart. Fictional portrayals tend to focus on the disability to the exclusion of other facets of the person, and the disability, itself, was invariably part of the plot. The RRRI-ALLB researchers felt that it is unfortunate to have few portrayals of disabled people which show them as ordinary people, simply wheeling about and doing their own thing, which is the type of person encountered in real life. This kind of realism was considered important in overcoming stereotypes.

For those who care to help the TV industry in its maturing process, following are the addresses:
ABC, 1330 Avenue of the Americas, NYC 10019.
CBS, 51 W. 52d St., NYC 10019.
NBC, 30 Rockefeller Plaza, NYC 10020.

**REFERENCE.** "Handbook of Severe Disability," edited by Walter Stolov, M.D., and Michael Clowers, Ph.D., Department of Rehabilitation Medicine, University of Washington, 1981, 445 pages, ill., $14. from Superintendent of Documents, Washington, DC 20402 (GPO No. 1981-697-552).

Six years ago, the Rehabilitation Services Administration wanted to develop a guide for counselors which would help them serve the needs of severely disabled people. Putting in the bid for the job was the staff at the Washington Rehabilitation and Training Center at the University of Washington, because they had been engaged in the same area and had succeeded to the point that they were being requested to conduct their five-day training course throughout the Northwest.

What they came up with is a hefty, medically-oriented book by 41 contributors — most of them physicians — from around the country.

Chapters include comprehensive rehabilitation, psychosocial adjustment to chronic disease and disability, body systems, spinal cord injury, neuromuscular diseases, peripheral neuropathies, multiple sclerosis, medical and other aspects of stroke, cerebral palsy, epilepsy, amputation, rheumatic diseases, back disorders, chronic pain, alcoholism, drug abuse, mental illness, mental retardation, sexual adjustment to chronic disability, cardiovascular diseases, pulmonary dysfunction, diabetes, end-stage renal disease, cancers, blindness, deafness, burns, and reconstructive surgery.

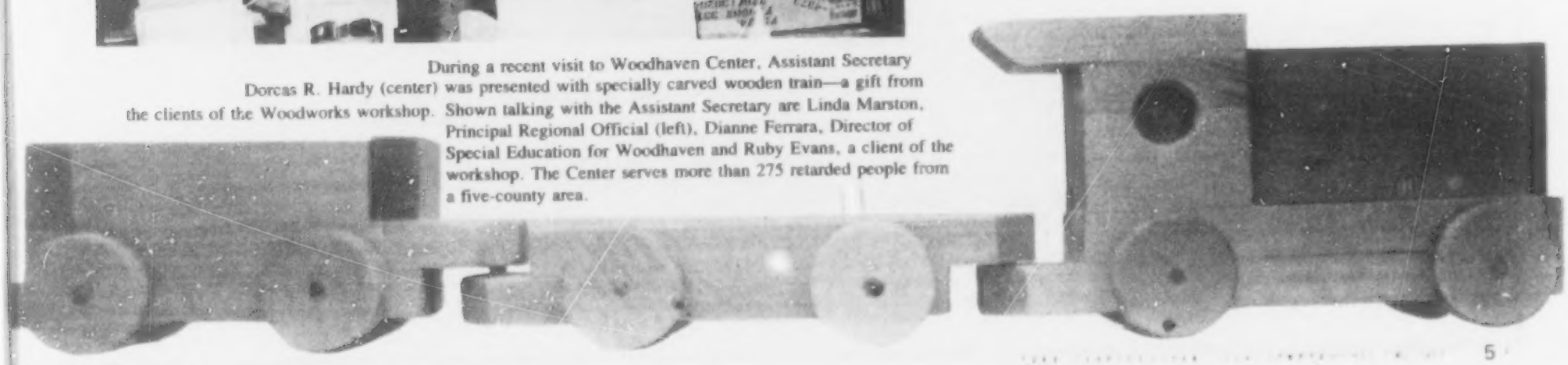
**SEED PLANTED.** A relatively new merit badge in the Boy Scouts of America is for "Handicapped Awareness" (Scouts are to learn about resources, take part in an awareness program, and spend 15 hours working with disabled people). Todd Kelly, a 14-year-old living in Culver City, CA, earned the badge. He was so impressed by the experience, reports the State Department of Rehabilitation, he is considering an Eagle Scout project that will raise money for installing wheelchair ramps at Camp Josepho in the Santa Monica mountains.

**GRANTSMANSHIP.** "Handicapped Funding Directory," edited by Burton Eckstein, Research Grants Guides, P.O. Box 357, Oceanside, NY 11572, 1980, $16.50. This is an information source for people looking for grant funds, with introductory chapters on writing proposals and other techniques of finding money. Listed are agencies and organizations which have funded programs and services in these areas: mental retardation, speech impairments, emotional disturbances, health impairments, hard of hearing, deaf, visual impairments, orthopedic impairments, and learning disabilities. There is a bibliography for further grants research and a list of organizations publishing information about handicaps.

**CHILDREN.** During fiscal 1980, inpatient care was provided to children who suffer crippling conditions by state crippled children's agencies, reports the Association of State and Territorial Health Officials. Each State has a designated agency to administer the crippled children's program — 45 of them in the State health agency, and the remaining 12 in such agencies as welfare or social services.

**PRIMER.** "Children With Handicaps: A Medical Primer," by Mark Batshaw, M.D. and Yvonne Perret, Paul H. Brookes Publishing Co., P.O. Box 10624, Baltimore, MD 21204, 1981, 464 pages, ill., $18.95.

During a recent visit to Woodhaven Center, Assistant Secretary Dorcas R. Hardy (center) was presented with specially carved wooden train—a gift from the clients of the Woodworks workshop. Shown talking with the Assistant Secretary are Linda Marston, Principal Regional Official (left), Dianne Ferrara, Director of Special Education for Woodhaven and Ruby Evans, a client of the workshop. The Center serves more than 275 retarded people from a five-county area.



# 1982 Native American

## FEDERAL GOVERNMENT

All addresses are Washington, DC unless otherwise noted.

### United States Congress Congressional Locator (202) 224-3121

#### Senate

**Select Committee On Indian Affairs**
**(202) 224-2251**
William S. Cohen, Chr., Timothy C. Woodcock, Staff Director
A full legislative committee with oversight responsibility over the Bureau of Indian Affairs (BIA), the Indian Health Service (IHS) and other Indian programs. Committee has oversight responsiblity for Indian legislation introduced in the Senate and jurisdiction over all Indian affairs not specifically handled by other committees.

**Senate authorizing and appropriating committees which relate to Human Development Services (HDS):**

**Labor and Human Resources Committee**
Orrin Hatch, Chr.
**Aging, Family and Human Services Subcommittee:** Jeremiah Denton, Chr. Jurisdiction: Child Abuse and Neglect, Domestic Violence, Day Care, Older Americans, Native American programs (Title VIII, Economic Opportunity Act), Head Start
**Handicapped Subcommittee:** Lowell Weicker, Chr. Jurisdiction: Developmental Disabilities

**Appropriations Committee**
Mark Hatfield, Chr.
**Labor, HHS, Education and Related Agencies Subcommittee:** Harrison Schmitt, Chr. Jurisdiction: All HDS programs

**Finance Committee**
Robert Dole, Chr.
**Subcommittee on Social Security and Income Maintenance Programs:** William Armstrong, Chr. Jurisdiction: Title XX (Social Services Block Grant); IV-B Child Welfare Services; Section 426, Child Welfare Training, Research and Development; IV-C Work Incentive program; IV-E Adoption Assistance (Titles of the Social Security Act)

**Judiciary Committee**
Strom Thurmond, Chr.
**Subcommittee on the Constitution:** Orrin Hatch, Chr. Jurisdiction: Runaway Youth (Juvenile Justice and Delinquency Act)

*To write a Senate committee, address by committee name and mail to Washington, DC 20510.*

#### House of Representatives

**Committee on Interior and Insular Affairs**
**(202) 225-2761**
Morris K. Udall, Chr., Charles Conklin, Staff Director, Lee McElvain, General Counsel
The committee, among other duties, is responsible for legislation relating to Indian matters.
Franklin Ducheneaux, **Special Counsel on Indian Affairs**; Deborah Ann Broken Rope, Clerk
**(202) 225-1684**
The special counsel advises the committee on all Indian legislation and Indian affairs brought before the House.

**House authorizing and appropriating committees which relate to Human Development Services (HDS):**

**Education and Labor Committee**
Carl Perkins, Chr.
**Human Resources Subcommittee:** Ike A. Andrews, Chr., Jurisdiction: Head Start, Native American Programs (Title VIII, Economic Opportunity Act), Older Americans Act, Runaway Youth, Day Care
**Select Education Subcommittee:** Austin Murphy, Chr., Jurisdiction: Child Abuse and Neglect, Domestic Violence

**Ways and Means Committee**
Dan Rostenkowski, Chr.
**Public Assistance Subcommittee:** Pete Stark, Chr. Jurisdiction: Title XX; IV-B Child Welfare Services and Adoption Subsidy; Section 426, Child Welfare Training and Research and Development

**Energy and Commerce Committee**
John Dingell, Chr.
**Subcommittee on Health and the Environment:** Henry A. Waxman, Chr., Jurisdiction; Developmental Disabilities

**House Appropriations Committee**
Jamie L. Whitten, Chr.
**Labor, HHS, Education and Related Agencies Subcommittee:** William H. Natcher, Chr., Jurisdiction: all HDS programs

*To write a House committee, address by committee name and mail to Washington, DC 20515.*

**Where to Get Bills, Committee Reports**
To get a copy of a bill or a committee report, send a self-addressed mailing label (not an envelope) to: Senate Document Room, S-325 Capitol, 20510 **(202) 224-7860** or House Document Room, H-226 Capitol, 20515 **(202) 225-3456.**

## Executive Branch

**The White House**
Morton C. Blackwell
Special Assistant to the President
Office of Public Liaison
1600 Pennsylvania Ave., N.W. 20500

### Executive Departments

**Agriculture, Dept. Of**
Stuart P. Jamieson, **Indian Affairs Coordinator**, Farmers Home Administration, 14th and Independence Ave., S.W., South Bldg., Rm., 5021, 20250 **(202) 447-9005**

Douglas V. Sellars **Indian Assistance Liaison** Rural Development Staff Soil Conservation Service P.O.Box 2890, 20013 **(202) 382-1860**

**Commerce, Dept. of**
Joseph Vasquez, Coordinator, **National Indian Programs**, Minority Business Development Agency, 14th and Constitution Ave., N.W., 20230 **(202)** 377-5407

Nampeo McKenney, Assistant Division Chief, **Ethnic and Racial Statistics Programs**, Population Division, Bureau of the Census, Federal Bldg #3, Suitland, MD 20233 **(301) 763-7890**

Mary Dinota, Special Concerns Officer, Public Telecommunications Facilities Program, National Telecommunications and Information Administration, 608-13th St. N.W., 20004 **(202) 724-3307**

**Education, Dept. Of**
Frank Anthony Ryan, **Director of Indian Education Programs**, FOB 6, Rm. 2177, 400 Maryland Ave., S.W., 20202 **(202) 245-8020**

Mark Shoob, Chief, Basic State Grants Branch, Rehabilitation Services Administration, Rm. 3033, 330 C. St., S.W. 20202 **(202) 472-9120**

Michael P. Doss, Executive Director, **National Advisory Council on Indian Education**, 425 13th St., N.W., Suite 326, 20004 **(202) 376-8882**

**Energy, Dept. Of**
Marie A. Monsen, Chief, **Indian Affairs Office**, Office of Intergovernmental Affairs, 1000 Independence Ave., S.W., 20585 **(202) 252-5595**

**Housing and Urban Development, Dept. Of**
451-7th St., S.W., 20401
Vacant, **Special Assistant to the Secretary for Indian and Alaska Native Programs, (202) 755-6648**
Thomas Sherman, Acting Director, **Office of Indian Housing and Acting Deputy Assistant Secretary for Public Housing and Indian Programs**, Rm. 6230 **(202) 755-2980**

**Justice, Dept. Of**
William French Smith, U.S. Attorney General, 10th and Constitution Ave., N.W., 20530
William Fenton, Deputy Chief, Federal Enforcement Section (**Indian rights cases**), Civil Rights Division, **(202) 633-3168**
Rembert A. Gaddy, Acting Chief, **Indian Resource Section**, Land and Natural Resources Division, **(202) 633-4241**
Dale Wing, Chief, **Indian Justice Section**, Special Programs Division, Office of Criminal Justice Programs, LEAA, 633 Indiana Ave., N.W., 20531 **(202) 724-7664**

**Labor, Dept. Of**
200 Constitution Ave., N.w., 20210
Mary Natani, Social Science Advisor, Coordination and Special Projects, Women's Bureau **(202) 523-6648**
Pete Homer, Jr., Director, **Office of Indian and Native American Programs**, Employment and Training Administration, Patrick Henry Bldg., 601 D St., N.W., 20213 **(202) 376-7283**

## HEALTH AND HUMAN SERVICES, DEPT. OF

Richard Schweiker, Secretary
200 Independence Ave., S.W., 20201

**Office of Human Development Services**
Dorcas R. Hardy, Assistant Secretary for Human Development Services

One of four principal operating divisions of the Department, HDS oversees social services block grants to the States (Title XX). HDS also administers programs for older Americans; developmentally disabled individuals; children, youth and families; and Native Americans.

**Administration on Aging**

Lennie-Marie Tolliver, Commissioner on Aging, 330 Independence Ave., S.W., 20201. Fred Luhmann, Chief, Division of State and Community Programs (**Title VI Program for Indian Elderly**), **(202) 472-3057**

**Administration for Children, Youth and Families**

Clarence H. Hodges, Commissioner, 400-6th St., S.W., 20201
Hilario (Hank) Aguirre, Director, **Indian and Migrant Programs Division, Head Start Bureau**, Box 1182, 20013 **(202) 755-7715.**

## ADMINISTRATION FOR NATIVE AMERICANS

**(202) 245-7776**
A. David Lester, Commissioner
330 Independence Ave., S.W., 20201
ANA promotes social and economic self-sufficiency for American Indians, Native Hawaiians and Alaska Natives, targeting its resources to help tribes and organizations plan, coordinate and implement programs to reach local goals. ANA funds research and demonstration projects and offers training and technical assistance to tribes and other Native American groups.

**Intra-Department Council on Indian Affairs, (202) 245-6546**
A. David Lester, Chairman
Sandra L. Spaulding, Executive Director
The council serves as a liaison between Indian tribes, organizations and departmental agencies and the office of the Secretary.

**Other Departmental Programs**

**Indian Health Service**
Everett R. Rhoades, M.D., Director, Rm. 5A55 Parklawn Bldg., 5600 Fishers Lane, Rockville, MD 20857 **(301) 443-1083**

**Block Grants for Which Tribes Are Eligible**
Alcohol, Drug Abuse and Mental Health: Contact Steve Long, **(301) 443-2955**
Preventive Health: Tom Ortiz, **(404) 329-3850**
Primary Care: Ted Reumel, **(301) 443-1874**
Community Services: Gladys Addison or Ann Bowker, **(202) 254-5590**
Low Income Energy Assistance: Marty Scheer, **(202) 426-5704**

# Resource Directory

**Transportation Dept. Of**
400-7th St., S.W., 20590
Michael Virts, Coordinator, **Native American Program**, U.S. Urban Mass Transportation Administration, **(202) 426-6371**

**Interior, Dept. Of**
James Watt, Secretary, 18th and C Sts., N.W., 20240
Kenneth L. Smith, **Assistant Secretary for Indian Affairs (202) 343-7163**
Carl Shaw, Assistant to the Assistant Secretary and Director of Public Affairs **(202) 343-4576**
Roy H. Sampsel, Deputy Assistant Secretary for Policy, **(202) 343-7163**

**Bureau of Indian Affairs**
Kenneth L. Payton, Acting Deputy Assistant Secretary for Operations **(202) 343-5116**
Ted Koenig, Acting Director, Office of Trust Responsibilities **(202) 343-5831**
Ted Krenzke, Director, Office of Indian Services, **(202) 343-2111**
Irene Fisher, Chief, Division of Personnel Management, **(202) 343-5547**
Public Information Office, **(202) 343-7445**

**Independent Agencies**

**Environmental Protection Agency**
401 M St., S.W., 20460
B. Leigh Price, Coordinator, **Indian Work Group**, Office of Federal Activities, **(202) 755-0790**

**Federal Communications Commission**
1919 M St., N.W., 20554
Patti Grace, Chief, Consumer Assistance and Information Division and **Acting Chief of Minority and Small Business Enterprise Division (202) 632-7000**

**General Services Administration**
18th and F Sts., N.W., 20405
**National Archives and Records Service,** 8th and Pennsylvania Ave., N.W. 20408 **(202) 523-3282** (Indian Records, Legislative and Natural Resources)
**Federal Information Centers:** Consult your phone book under "United States Government." Centers supply information on Federal programs and services.

**Legal Services Corporation**
733-15th St., N.W., 20005
Consult the yellow pages under "legal services" or "legal aid" to find the office which offers legal assistance to qualified low-income persons. The program may also offer limited assistance in criminal matters in tribal courts only.

**Personnal Management, Office Of**
1900 E St., N.W., 20415

**Federal Job Information Centers:** Consult your phonebook to find the FJIC which serves your area.
OPM provides assistance and training to Indian tribes or organizations in improving or developing personnel management systems and operations. Contact regional officials: Darrell Dillon, San Francisco, **(415) 566-1190**; Charles Dooley, Denver, **(303) 234-4047**; Edward Doherty, Seattle, **(206) 399-2720**; and Frank McLemore, Dallas, **(214) 767-8245.**

**Small Business Administration**
1441 L St., N.W., 20416
Richard Philbin, Director, Office of Program Surveillance and Assistance, Rm 317, **(202) 653-6475**

**Veterans Administration**
810 Vermont Ave., N.W., 20420
Theresa Newsuan, **Minority Business Specialist**, Small and Disadvantaged Business Utilization Office (96), **(202) 389-2873**

**How to Order the Federal Register:** The **Federa' Register**, published daily, includes Federal regulations and proposed regulations and other legal documents of the executive branch. The cost is $45 for 6 months or $75 per year. Individual copies are $1. Send check or money order, made payable to the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402. VISA and Mastercard are accepted. With a charge card you may also phone orders to **(202) 783-3238.**

## ORGANIZATIONS

**Alaska Federation Of Natives, Inc.**
Janie Leask, Executive Vice-Pres.
411 W. 4th Ave., Suite 1-A
Anchorage, AL 99501 **(907) 274-3611**
DC Office
Dennis J. Tiepelman
1050 Thomas Jefferson St., N.W., Suite 684 **(202) 965-6492**

**ALU Like, Inc.**
Winona Rubin, Executive Director
2828 Paa St., Suite 3035
Honolulu, HI 96819 **(808) 833-5871**

**American Indian/Alaska Native Nurses Association, Inc.**
Lorene Farris, Director
900 NE. 89th St.
Miami, FL 33138 **(305) 350-3519**

**American Indian Bar Association**
Lawrence Baca, President-Elect
6017 Franconia Forrest Lane
Alexandria, VA 22301 **(202) 633-4421** (W)

**American Indian Businessmen's Assn.**
Joyce Knows-Her-Gun, Pres.
Station C, P.O. Box 8716
Albuquerque, NM 87198 **(505) 299-9317**

**American Indian Health Care Assn.**
Roberta Oliver, Acting Executive Director
245 East 6th St., Suite 818
St. Paul, MN 55101 **(612) 293-0233**

**American Indian Higher Education Consortium, Inc.**
Leroy V. Clifford, Executive Director
1582 S. Parker Rd., Suite 204
Denver, CO 80231 **(303) 750-1883**

**American Indian Jobs/Skills Bank**
ACKCO, Inc.
Susan White, Acting General Mgr.
1200 Pearl St.
Boulder, CO 80302 **(303) 444-3911**

**American Indian Law Center, Inc.**
Philip Sam Deloria, Director
P.O. Box 4456, Sation A
Albuquerque, NM 87196 **(505) 277-4840**

**American Indian Lawyer Training Program Inc.**
Dick Trudell, Executive Director
319 MacArthur Blvd.
Oakland, CA 94610 **(415) 834-9333**
Washington Office
Sharon Parker, D.C. Office Coord.
1712 N St., N.W., 20036 **(202) 466-4085**

**American Indian Nations Region Save the Children**
Charles Helseth, Director
P.O. Box 4010
5101 Copper NE
Albuquerque, NM 87196 **(505) 266-7961**

**Americans for Indian Opportunity, Inc.**
LaDonna Harris, President
2141 P St. N.W., Suite 104
Wash., D.C., 20036 **(202) 463-8635**

**Association of American Indian Physicians, Inc.**
William Wilson, Executive Director
6805 S. Western, Suite 504
Oklahoma City, OK 73139 **(405) 631-0447**

**Corporation For Public Broadcasting,**
Mildred S. Moarse, Ass't. to Pres. for Human Resources Development
1111-16th St., N.W.
Washington, DC 20036 **(202) 293-6160**

**Council of Energy Resource Tribes**
Ed Gabriel, Executive Director
1140 Connecticut Ave., N.W., Suite 310
Washington, DC 20036 **(202) 887-9155**
Colorado Office:
Theodore Smith, Director
5660 S. Syracuse Circle, Suite 206
Englewood, CO 80111 **(303) 779-4760**

**Friends Committee on National Legislation**
Ruth Flower, Lobbyist
Indian Legislation Program
245-2nd St., N.E.
Washington, DC 20002 **(202) 547-6000**

**Indian Head Start Directors Association**
Yvonne Bushyhead, President
Oklahoma Cherokee Head Start Program
107 Carol St.
Tahlequah, OK 74464 **(918) 456-0671, ext. 238**

**Indian Information Project Lumbee Regional Development Assn.**
Dr. Helen Scheirbeck, Project Advisor
3902 Executive Ave., D-12 Tyl r Bldg.
Alexandria, VA 22305 **(703) 549-3302**

**Indian Youth Hotline: 1-800-421-1054**
Institute for Career Development and Vocational Training
Ira Englander, Executive Director
5805 Uplander Way
Culver City, CA 90230 **(213) 204-2080**
Washington Office:
1725 K St., N.W., Suite 811
20006 **(202) 223-6516**

**Institute for The Development of Indian Law**
Kirke Kinkingbird, Executive Director
927-15th St., N.W., Suite 200
Washington, DC 20005 **(202) 638-2287**

**Interagency Committee on Women's Business Enterprises** (Dept. of Labor)
1141 I St., N.W., 20416
Jean Nowak, Acting Director, Office of Women's Business Enterprises **(202) 653-6620;**
Hattie Dorman, Acting Executive Director, **(202) 653-6074**

**Interagency Task Force on American Indian Women**
Mary Natani, Chairwoman
(Department of Labor)
200 Constitution Ave., N.W.
Washington, DC 20201 **(202) 523-6648**

**Low Power Television Hot Line**
906 Pennsylvania Ave., S.E.
Washington, DC 20003 **(202) 544-7274**

**National American Indian Court Judges Association**
Thomas Colosimo, Secretary
1000 Connecticut Ave., N.W., Suite 401
Washington, DC 20036 **(202) 296-0685**
Cranston Hawley, Pres. **(401) 353-2205**

**National Congress of American Indians**
Ron P. Andrade, Executive Director
202 E St., N.E.
Washington, DC 20002 **(202) 546-1168**

**National Indian Athletic Association**
Scott Sanderville, Interim Pres.
Director of Phoenix Office, Institute for Career and Vocational Training
3150 North 24th St., Suite 207-C
Phoenix, AZ 85016 **(602) 957-8718**

**National Indian Council on Aging, Inc.**
Alfred Elgin, Jr., Executive Director
P.O. Box 2088
Albuquerque, NM 87103 **(505) 766-2276**

**National Indian Education Association**
A. Gay Lawrence, Executive Director
Ivy Tower Bldg., 1115 Second Ave., S.
Minneapolis, MN 55403 **(612) 333-5341**

**National Indian Health Board, Inc.**
Jake Whitecrow, Executive Director
1602 S. Parker Rd., Suite 200
Denver, CO 80231 **(303) 752-0931**

**National Indian Youth Council, Inc.**
Gerald Wilkinson, Executive Director
201 Hermosa N.E.
Albuquerque, NM 87108 **(505) 266-7966**

**National Tribal Chairmen's Association**
Elmer Savilla, Executive Director
1010 Vermont Ave., N.W.
Washington, DC 20005 **(202) 376-8617**

**National Urban Indian Council, Inc.**
Gregory W. Frazier, Chief Executive
1805 South Bellaire, Suite 525
Denver, CO 80222 **(303) 756-1569**

**Native American Public Broadcasting Consortium, Inc.**
Frank Blythe, Executive Director
P.O. Box 83111
Lincoln, NE 68501 **(402) 472-3522**

**Native American Rights Fund**
John E. Echohawk, Executive Director
1506 Broadway
Boulder, CO 80302 **(303) 447-8760**
Washington Office:
Lawrence A. Aschenbrenner, Directing Attorney
1712 N St., N.W., 4th floor, 20036
**(202) 785-4166**

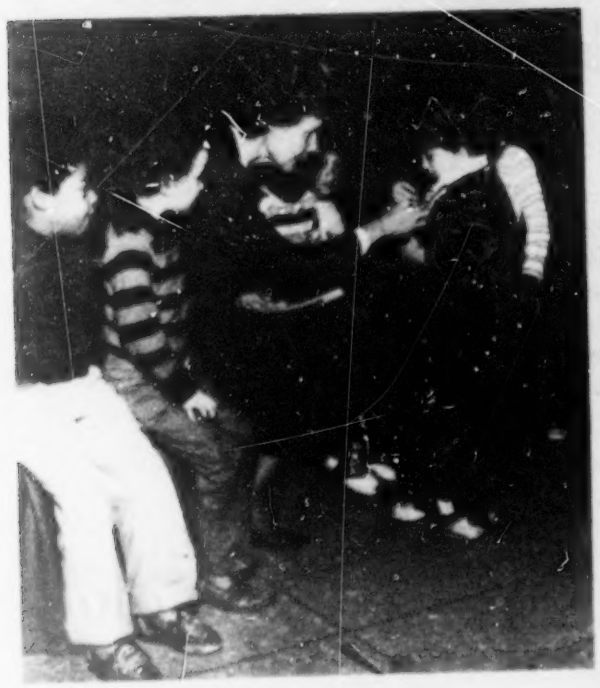
**North American Indian Women's Association**
Carmaleta Monteith, President
1420 Mt. Paran Rd., Atlanta, GA 30327
H—**(404) 266-2848** O—(404) 262-3032

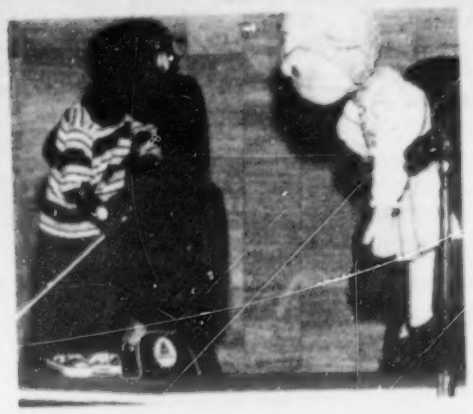
**Phelps-Stokes Fund**
Rose Robinson, Director
American Indian Program
1029 Vermont Ave., N.W., Suite 1100
Washington, DC 20005 **(202) 638-7066**

**Tribal Employment Rights Planning Committee**
Conrad Edwards, Executive Director
P.O. Box 36
Coulee Dam, WA 99116-0036
**(509) 633-3211**
Larry Brown, Spokane Tribe Chairman **(509) 245-4581**
Daniel Press, General Counsel
918 16th St., N.W., Suite 503
Washington, DC 20006
**(202) 466-5550**

*This directory was revised and updated by Carolyn Denzel, an intern from Assumption College, Worcester, MA.*

*Above, Dr. Lennie-Marie P. Tolliver, Commissioner, Administration on Aging, introduces a performance by "Through the Listening Horn," a deaf-awareness group (opposite). Below, Mrs. Richard S. Schweiker greets children from the Humphrey Building Penthouse Nursery School (left) and a choral group, including students from the Model Secondary School for the Deaf at Gallaudet College, performs (right). Bottom, a scene from the puppet show, "Kids on the Block."*





*As IYDP drew to a close, a week-long celebration was held at the Hubert H. Humphrey Building in Washington, D.C. Pictured is a sampling of activities.*

# Postscript on IYDP

What began as a traditional observance became an experience. During the past International Year of Disabled Persons, two paraplegic men went across the continental United States in wheelchairs, 11 disabled individuals climbed 14,410-foot Mt. Rainier, a disabled man set 14 records in flying ultralight aircraft . . .

And so it went. These were some of the dramatic events. Most of all, it was a period when literally hundreds of small activities and meetings were held in communities throughout the country, creating the overall tapestry of "IYDP."

As suggested in one of the several IYDP advertisements published by *HD News*, numerous groups of individuals tried to "do something for disabled people"—even if it was only one activity.

Harold O'Flaherty, executive director of the Federal Interagency Committee for IYDP, said that 1,850 communities in the United States established partnerships between able-bodied and disabled persons. About 500 voluntary agencies made similar commitments. Of the "Fortune 500" corporations, 270 participated to some degree.

O'Flaherty said there were 300 different projects in 45 federal agencies. For example, the Social Security Administration made 257 of its district offices—all but 10—totally barrier-free by the end of the year, the State Department eliminated its physical requirements for entry into the foreign service, and HUD increased its commitment from $63 to $70 million to build 1,613 new housing units for the disabled.

And as the months went by, reports started coming in from some of the 125 nations taking part.

- In Korea, a braille library was opened on the campus of the Hansa University's Social Work College, Daegu.
- In the Fiji Islands, a set of four postage stamps commemorate IYDP.
- In Vienna, there was a U.N. world symposium of experts on technical cooperation among developing countries and technical assistance in the fields of disability prevention and rehabilitation.
- In New Guinea, 15 centers were set up in Papua to serve disabled people.
- In Norway, 90,000 volunteers visited homes to collect money for disabled youth in developing countries.

What is in store for the world's 600 million disabled persons? The special year has helped to increase awareness of both the needs and capabilities of persons with disabilities. One result is a "World Programme of Action Concerning Disabled Persons," under preparation by the United Nations, which will highlight critical areas of prevention, rehabilitation and equalized opportunity.

# Lucy Biggs Named to ACYF Post

Clarence E. Hodges, ACYF Commissioner, has announced the appointment of Lucy Courtney Biggs as Associate Commissioner for Developmental Services. In her new position, she will be responsible for ACYF's Head Start Bureau and the agency's day care activities.

Prior to her ACYF appointment, Ms. Biggs served during 1979-81 as Director of the Department of Grants and Contracts in Human Services in the University of Tennessee's Division of Continuing Education. Her department administered the Division's contracts for C.E.T.A. training, Child Development Associate training, and Region IV Domestic Violence training.

From 1967 to 1979, she was director of the university's State Training Office. In this post, she was project director for the Office's grant for Head Start Supplemental Training and was program coordinator for the Leadership Development Program for Head Start staff.

Before joining the University of Tennessee, Biggs was director of a preschool center at the University of Pennsylvania Psychiatric Institute.

In announcing the appointment, Hodges said, "Because of her active role in Head Start training programs in Tennessee, Ms. Biggs comes to ACYF with a broad knowledge of the nationwide Head Start program. She served on national study committees on career development and parent involvement in Head Start.

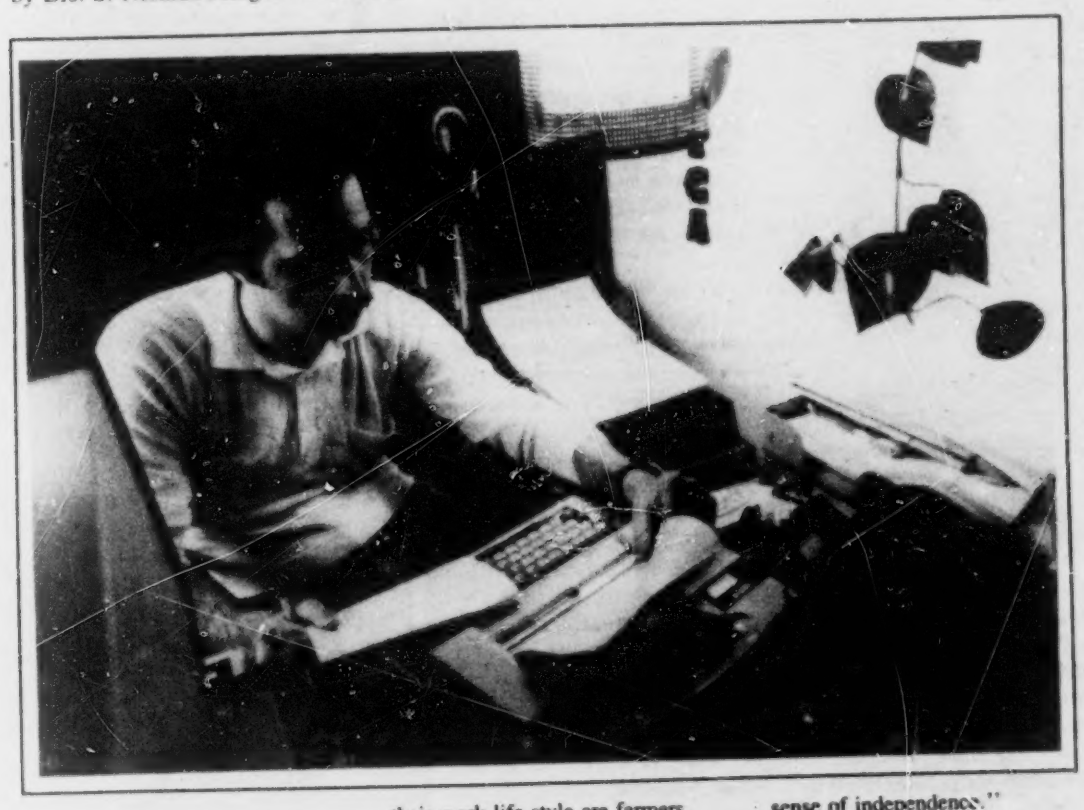
In 1972, she was a consultant to the Child Development Associate (CDA) Consortium for the implementation of competency based programs in colleges and universities, and she has provided technical assistance to many CDA projects.

Ms. Biggs received a bachelor of science degree from the University of Tennessee College of Home Economics in Knoxville in 1961 and a master of science degree from the University of Wisconsin in 1965. She is a candidate for a doctorate in education at the University of Tennessee. ■

# Making It On Your Own

## Small Business Is An Option for People with Handicaps

by Drs. S. Norman Feingold and Leonard G. Perlman



*Drs. Feingold and Perlman are licensed counseling psychologists with extensive experience in the rehabilitation and placement of individuals with handicaps. They are the authors of* ***Making It On Your Own: Guide to Financial Success,*** *a book on what to know about starting a business. It was recently published by Acropolis Press, Ltd., 2400 17th St., N.W., Washington, D.C. 20009.*

According to estimates based on the 1970 census, some 900,000 self-employed people are known to have a disability. In addition, persons with disabilities are known to have run successful businesses in just about every field of endeavor. For example at least 4,000 blind vendors were involved in the State vocational rehabilitation programs known as the Randolph-Sheppard Vending Facility Program. In addition, thousands of severely handicapped persons are able to operate businesses of all types with many operating directly from a home location.

There has been a renewal of interest in small business across the board. About 1,200 new businesses are formed each day in the U.S. Many of the newcomers are women, minorities, the handicapped and senior citizens. Moreover, small business has been sharing approximately a 2.4 percent growth during the last couple of years. At the same time when other groups of workers are showing less job satisfaction—the two groups who are most satisfied with their work life style are farmers and those who are self-employed.

There is little doubt that small businesses are the backbone of the American economy. This does not negate the fact that it is not easy to make it on your own. Fifty-five percent of all businesses in the U.S. go bankrupt or are discontinued within the first five years of operation.

Your own skills, experience, hobbies and interests will help you determine what kind of business you will want to start. Remember, you and your family will be literally living with your business night and day, so more than a passing interest in the field is a good idea.

Additionally, your functional limitations may determine which of your interests and hobbies you will pursue. However, this is not necessarily true. Friends and family support systems are important and may compensate for the limitation. In the metropolitan Washington, D.C. area, there is a young man who must use an electric wheel chair and who has no manual dexterity, but his knowledge of small engines is such that he can instruct his friends how to repair them. He operates a small business from the backyard.

### A Focus on Personality —A Critical Area

Should you go into business for yourself? Do you have what it takes? What kind of people go into business for themselves? Why would they rather be on their own? We interviewed more than 50 successful entrepreneurs which included men, women, some with disabilities, and with varying ethnic and racial backgrounds. Some typical responses were:

"My greatest satisfaction is a sense of independence."

"Something I can call my own."

"A tremendous sense of accomplishment."

"No one else will give me a chance to prove myself because of my background so I'll have to do it on my own."

Here's a quick and simple test which may be helpful.

How you answer the questions will give you a clue as to whether you are likely to make it on your own.

**1. Are you a self-starter?**

**i I do things on my own. Nobody has to tell me to get going.**
**ii If someone gets me started, I keep going all right.**
**iii Easy does it. I don't put myself out until I have to.**

**2. How do you feel about other people?**

**i I like people, I can get along with just about anybody.**
**ii I have plenty of friends—I don't need anyone else.**
**iii Most people irritate me.**

**3. Can you lead others?**

**i I can get most people to go along when I start something.**
**ii I can give the orders if someone tells me what we should do.**
**iii I let someone else get things moving. Then I go along if I feel like it.**

**4. Can you take responsibility?**

**i I like to take charge of things and see them through.**
**ii I'll take over if I have to, but I'd rather let someone else be responsible.**
**iii There's always some eager beaver around wanting to show us how smart he/she is. I say let him.**

**5. How good an organizer are you?**

**i I like to have a plan before I start. I'm usually the one to get things lined up when the group wants to do something.**
**ii I do all right unless things get too confused. Then I quit.**
**iii You get all set and then something comes along and presents too many problems. So I just take things as they come.**

**6. How good a worker are you?**

**i I can keep going as long as I need to. I don't mind working hard for something I want.**
**ii I'll work hard for a while, but when I've had enough; that's it.**
**iii I can't see that hard work gets you anywhere.**

**7. Can you stick with it?**

**i If I make up my mind to do something, I don't let anything stop me.**
**ii I usually finish what I start—if it goes well.**
**iii If it doesn't go well right away, I quit. Why beat your brains out?**

### Now Count the Checks You Made

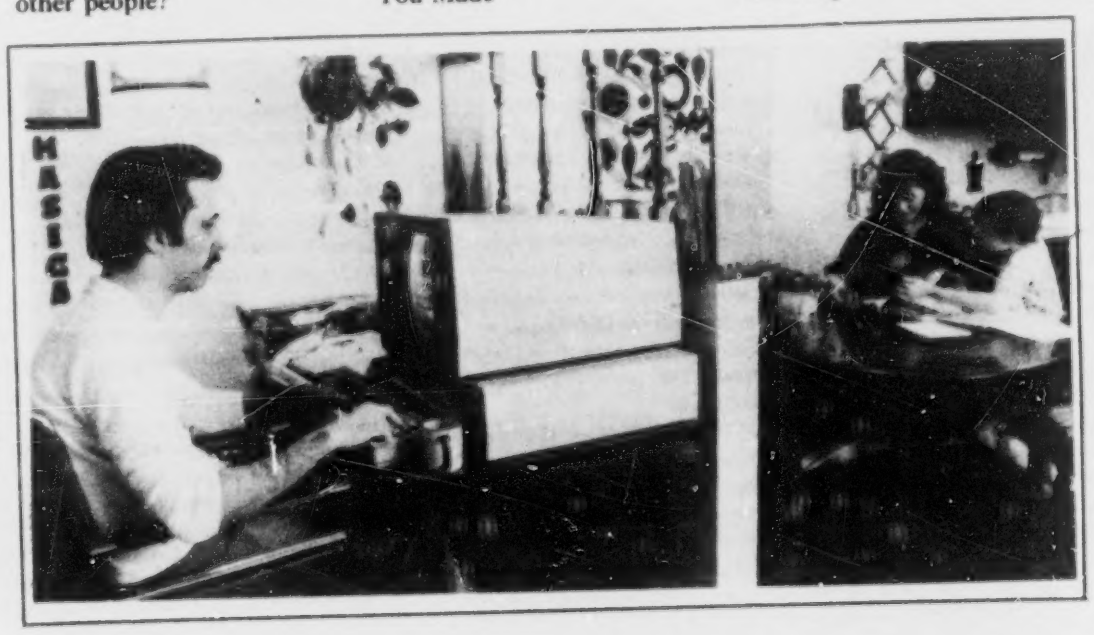
1. How many checks are there beside the *first* answer to each question?
2. How many checks are there beside the *second* answer to each question?
3. How many checks are there beside the *third* answer to each question?

If most of your checks are beside the *first answers*, you probably *have what it takes* to run a business. If most are by the *second answer* to each question, you're likely to have more trouble than you can handle by yourself; you might want to find a partner who is strong on the points you are weak on. If most checks are beside the *third answer*, you should reconsider your plans very carefully since you will probably have an uphill battle ahead of you.

### Where to Go for Help

There are a number of options for handicapped persons when it relates to counseling assistance and small business loans for those who exhibit high potential for a business career. One place to start for a complete vocational evaluation is the local office of the State Vocational Rehabilitation agency. Assistance in preparing for a business may be received free of charge from the Small Business Administration (SBA) and from SCORE—SBA's nationwide cadre of volunteer retired executive business persons who can help with many aspects of starting and maintaining a successful business. You may also want to seek private guidance and counseling around some of the aspects of deciding whether business is right for you.

At any event there is no substitute for sound planning. Start with your own personality needs. If business is for you, then proceed with the next steps, i.e., type of business, location, capital needs, etc. When you reach the latter stages be certain to seek the advice of a good accountant or C.P.A. and a lawyer, preferably with expertise in your business area. Many of the successful, small business owners we interviewed also stressed the importance of advertising and marketing. ■



# About A Most Unusual Volunteer

It's just about 8 a.m., and Julius Davidson enters his office, removes his coat, sits down at his desk, and starts a day's work.

What's so unusual about that?

Julius Davidson is 84 years old. His job pays no salary, no matter how many days or hours he puts in.

Julius works for SCORE— Service Corps of Retired Executives — where people like him give their time and talents to help the small business man or woman cope with an assortment of management problems. The problems range from computerization, money availability, workmen's compensation, and franchising to starting a new business.

The counseling service is offered free and is available from some 8,000 retired executives each day in local SCORE chapters in all states, Puerto Rico and Guam. SCORE is sponsored by the U.S. Small Business Administration.

Although a graduate of Harvard in 1919 with distinction in Greek, Latin and philosophy, Julius decided to follow in his father's footsteps and go into the garment business.

To prepare himself for this venture, he entered Columbia University, completing an entire accounting course in a single year. He worked briefly for an accounting firm in New York after which he went to Minneapolis to start up a similar firm with a boyhood friend.

He returned to New York in 1924 and spent the next 12 years in partnership with his dad.

The Great Depression ended the garment business.

His accounting background won him a place in the New Deal Arts Program where he became the principal finance officer, helping scores of actors, artists, musicians and writers find a way to keep body and soul together. Many of them were to become well known. Among them were Jackson Pollock, Orson Welles, John Houseman, and Arlene Francis.

The day after Pearl Harbor, with the New Deal relief program at an end, Julius landed in another Federal program—the Office of Price Administration—OPA, which was responsible for the control of food prices at the wholesale and retail levels.

In 1946, he was appointed chief fiscal officer of the Library of Congress—an experience which included budgeting, accounting, disbursement, financial management and direction over the library's computer operations.

His experience in Federal fiscal programs, he says, is of great value in his current SCORE efforts.

Julius retired from his library post in 1965, after 30 years of U.S. Government service. He had earned numerous awards, including a Presidential Citation.

He joined SCORE shortly after his retirement and today serves as its national affairs officer, a position which keeps him in close touch with local SCORE chapters across the country while also performing his volunteer counseling services.

He speaks with pride of his accomplishment with one particular client—a government contractor whom he was called on to counsel. The contractor's firm had accumulated a deficit of $200,000. Today, after seven years of counseling his contractor-client, the firm shows a current net worth of $800,000.

"Can you imagine the satisfaction one gets from such results?" he asked.

Reflecting on his life's experience, Julius believes that knowledge acquired over the years should not go down the drain with retirement.

"There is so much left to be done," he says, "and so many up and coming young men and women in need of guidance to cope with today's economic climate."

And so, at age 84, Julius Davidson continues to give of himself to men and women who each day turn for help to the program known as SCORE.

Married to the former Doris Rudolph for over 59 years, Julius speaks admiringly of her dedication as a Red Cross volunteer. It's her hobby, he says, to want to help people.

About his own hobby? "That's easy," he declares. "SCORE." ■

# Cecelia Sudia Honored

Cecelia Sudia, Family Services Specialist in ACYF's Children's Bureau, has received the first Mary Ellen Award presented by the National Committee for Prevention of Child Abuse (NCPCA). The award is named for the abused child whose circumstances, reported in a court case in New York in 1874, led to the formation of the Society for the Prevention of Cruelty to Children. The Mary Ellen Award will be presented annually by NCPCA to an American making an active contribution to the prevention of child abuse.

At NCPCA's Founders' Night on October 13 in Plymouth, Minnesota, Mrs. Sudia was honored for her "relentless efforts during the past decade to stimulate the development and dissemination of new knowledge about child abuse and to increase communication among child abuse researchers and program designers." She received a reproduction of Renoir's bronze sculpture, "Head of Coco," shown above. ■

# PROGRAMS SERVE DENTAL NEEDS OF DISABLED

The high cost of dental services for developmentally disabled persons can be minimized through a comprehensive program with a strong prevention component.

That is the finding of a 4-year dental project in Michigan.

Developed by the Michigan Department of Mental Health, the program served 6,400 people during its fourth year of operation.

Initiated on a pilot basis in 1977 with Federal and private funds, the Michigan legislature approved State funding two years later. For the 1981-82 fiscal year, $750,000 is allocated for the program. Per-client cost is estimated at about $100 per year.

The program is aimed at persons with mental retardation and other developmental disabilities who are served in community educational, vocational or residential programs. A number of those persons had previously lived in state developmental centers.

"Many developmentally disabled persons in the community, especially those who are homebound or living in community residential facilities such as nursing homes, have serious untreated dental problems," said V.A. Stehman, M.D., the department's director of clinical affairs. "The problems may have very severe human consequences. Not infrequently, clients must experience intense pain, facial disfigurement, and systemic spread of oral infection before care is rendered. The dental program is one part of the Department of Mental Health's effort to provide necessary support services in the community."

Currently, the project is operational in eight different areas in Michigan, including metropolitan centers such as Detroit, Flint, and Grand Rapids. It is planned to expand services to two additional areas during the coming year.

The program has four parts: prevention, screening, treatment, and professional education.

The prevention component is aimed at improving daily oral hygiene. In conjunction with staff of the participating community agencies, the dental hygienists assigned to the project work to train participants in daily oral hygiene habits. Clients' progress is determined by a simple test which discloses bacterial plaque.

Once each quarter, the hygienists complete a preventive evaluation which includes a plaque score and gingival inflamation score.

As one example of progress, hygienists found during the first year that only five percent of participants in the program had acceptable baseline oral hygiene. By the end of the year, however, 57 percent had achieved acceptable oral hygiene scores.

The second component of the program is screening, also handled by the dental hygienists. They regularly rotate among the various community agencies to monitor the prevention component. Once a year, they also conduct an evaluation for suspected abnormalities of each client's teeth and oral soft tissues.

The families or guardians are notified of the results of the screening as well as the clients' dentists—if they have one.

If a client does not have a dentist, the hygienists provide the family with a name of a dentist in the community who has indicated a willingness to treat handicapped clients. In every case, the client's needs are matched with the interests and capabilities of the dentist.

If payment cannot be made from private funds or through insurance (including Medicaid), payment normally can be made through a

# National Foundation Helps Train Professionals

Studies of the dental treatment of handicapped people show that this group has proportionately greater needs and receives fewer services than non-disabled people.

There are a number of problems faced by disabled people. For many, the cost of dental services is one of the barriers. Other problems include transportation, poor design of buildings and dental offices, and difficulties in identifying and securing a source of dental care.

The Administration on Developmental Disabilities became involved in the dental problem six years ago, and Medicaid, Head Start, and Maternal and Child Health are other programs which have worked in this area. A special report on dental care for handicapped people issued by the Surgeon General recommended coordinating the work by setting up a focal point for these activities in HHS. The report also recommended that there be support for:

- student training in dental schools in the care of handicapped people,
- remodeling of private dental offices and upgrading of institutional dental facilities to make them more accessible,
- changes in the Medicaid law or regulations to provide for greater financial incentives to dentists and dental services for needy, handicapped adults as a mandated, rather than optional, service,
- dental health educational programs for handicapped people, their parents, and health care providers,
- dental disease preventive measures, such as fluoridation, and instruction in oral hygiene, diet, and nutrition,
- development of hospital or dental school-based treatment programs for handicapped people,
- research on oral health of handicapped people,
- training programs for dental school faculty, dental hygienists, and auxiliaries,
- financial incentives for dentists to attend continuing education courses on caring for handicapped people,
- conferences on oral health problems of handicapped people,
- development of directories of treatment resources,
- creation of a centralized system to evaluate programs in improving the access of handicapped persons to dental care.

The National Foundation of Dentistry for the Handicapped (NFDH) was founded in 1974. Its twofold mission is to decrease the need of dental care among disabled people and to sensitize dentists to the problems of disabled people.

NFDH received a three-year grant from the Administration on Developmental Disabilities in 1975 to replicate its "Campaign of Concern," first established in Denver, in nine other cities in the country. The program follows the idea that dentistry must reach out in an organized manner to disabled persons in their homes, schools, and work places.

"Campaign of Concern" outreach preventive dentistry projects were established in these areas:

Colorado: Statewide.

New Jersey: Newark and Camden and Hudson counties.

Minnesota: Minneapolis/St. Paul.

Wisconsin: Milwaukee.

Missouri: Kansas City (no longer operating).

Massachusetts: Worcester County, Springfield, Fall River/New Bedford/Brocton, Boston, Lawrence/Lowell, and possibly Pittsfield and Cape Cod in the near future.

Michigan: Flint, Grand Rapids, Bay City/Saginaw, Traverse City, Detroit, Lansing, and in St. Clair County or Kalamazoo and the Upper Penninsula.

Pennsylvania: Pittsburgh.

Louisiana: New Orleans and Shreveport.

Another concern of the dental foundation is helping people who are homebound or live in nursing homes. A model dental delivery system was developed in Denver in 1979. A major part of this system is a small truck containing dental equipment that is moved into residences for serving the dental needs of homebound persons. All dentists in the area can use these resources. The truck is driven to the patient's residence by a Foundation dental assistant, who takes equipment into the house and helps the attending dentist. Other equipment is of a fixed nature, remaining in the truck, and is used for laboratory work, sterilization, and x-ray development. Efforts are being made to expand this service to other areas.

A prevention dentistry manual is being developed by NFDH to help rehabilitation counselors and special education teachers develop oral hygiene programs.

A task force has been established to determine how existing public programs can be used to improve the oral health of developmentally disabled people.

In conjunction with the Academy of Dentistry for the Handicapped, the Foundation administers a clearinghouse for education materials on dentistry for people with handicaps. (For further information: NFDA, 1726 Champa St., Suite 422, Denver CO 80202.) ■

# ACYF Reports Findings of National Study on Family Day Care Homes

Family day care is the most widely used form of out-of-home child care in the United States and currently serves more than 5.2 million children, according to a new report issued by the Administration for Children, Youth and Families.

Nearly half of all children in day care are served by family day care homes, and the demand for this type of care is expected to increase as more young women enter the work force, the report states.

These findings are contained in *Family Day Care in the United States*, the final report on a four-year National Day Care Home Study carried out by ACYF. It is the first comprehensive national survey of family day care ever undertaken.

Family day care is described in the report as non-residential child care provided in a private home other than the child's own. It is distinguished from care in a day care center or other group facility, as well as from substitute care in a child's own home.

Among the chief findings of the study, according to the final report:

- Unregulated family day care accounts for 94 percent of all U.S. family day care; independent care in individual homes regulated by State agencies accounts for 3 percent of the total; and regulated homes operating as part of day care networks under the sponsorship of an umbrella agency account for another 3 percent.
- Average group size in family day care is 3.5 children per home. Ninety percent of family day care providers care for six children or less, and 50 percent for three children or less.
- Parents like the homelike setting of family day care and look most often for a convenient location, experienced caregivers, and stimulating environment for their children.
- Most providers of family day care are not well paid. About 87 percent of caregivers questioned earned wages for day care below the national minimum wage current at the time, and providers frequently absorbed many of the costs for food, supplies and toys.

The Executive Summary of the study makes a number of recommendations for improving family day care, among them: encouragement of family day care by communities to meet the growing demand for child care; greater use of resource and referral services to help parents find the kind of day care they want; and development of more training facilities for caregivers.

Single free copies of a 55-page summary of the final report on the National Day Care Home Study, *Family Day Care in the United States: Executive Summary*, may be obtained by writing to Patricia Hawkins, Administration for Children Youth and Families, P.O. Box 1182, Washington, DC 20013. ■

# PEOPLE

special State or community fund.

Participants identified as having suspected dental disease are carefully monitored as they proceed through the referral network. Although the tracking mechanism is rigorous, it does prevent clients from becoming lost in the referral process.

Treatment is normally provided in the dentist s office, in the same manner as treatment is provided for any other person in the community. However, to facilitate treatment for those who are not ambulatory, or who are homebound, the department has a mobil dental van which is available to participating dentists. It is currently operating in the greater Detroit and Flint areas. The van is equipped with portable equipment and permits community dentists to perform all routine dental services in locations other than the dentist's office. Assigned to the van is a traveling staff responsible for driving, caring for equipment, and assisting the dentist.

The last component is professional education for dentists. To improve the competence, confidence, and willingness of dentists to treat disabled persons, 3-day workshops were offered in four Michigan cities. More are planned.

The Michigan program is operated under contract by the Michigan Academy of Dentistry for the Handicapped. The Academy president, Keith Williams, DDS, said, "This dental program for the developmentally disabled has been well-received by the private sector. The ability to use community practitioners is a real enhancement of normalization programs."

The Michigan program was modeled after the successful "Campaign of Concern" developed by the National Foundation of Dentistry for the Handicapped.

The Mental Health Department's Office of Health Services, directed by Eric Goldstein, Pharm.D., administers the contract. Goldstein said they are indebted to the National Foundation and to Dr. Williams for the consultation which helped develop the program in Michigan. ■

# Dennis the Menace Joins Campaign Against Child Abuse

Copyright material has been deleted, not available for Microfiche Edition.

Cartoonist Hank Ketchum and his Dennis the Menace comic strip character have joined the national campaign to prevent child abuse and neglect.

In a specially prepared new comic book, *Coping With Family Stress*, Ketchum uses the antics of Dennis to get across some helpful hints to parents on how to deal with family situations that can sometimes lead to child abuse.

The 16-page comic book was designed by Ketchum and published by the Field Newspaper Syndicate of Chicago as a public service on behalf of ACYF's National Center on Child Abuse and Neglect.

Commenting on the booklet, Dorcas R. Hardy, Assistant Secretary for Human Development Services, said, "This joint effort is an excellent example of effective partnership between the Federal Government and the private sector in helping to prevent family problems."

More than 550,000 copies of the comic book are being distributed to parents, teenagers and young children by day care centers, county social service agencies, national organizations and Head Start programs across the country.

In the comic book, Dennis' escapades illustrate how children can try the patience of parents and how parents can cause stress in children. Among the booklet's helpful tips to parents:

• "It takes time for youngsters to become adults — in table manners as in everything else."

• "Sometimes children may surprise us by doing what we want in *their* own way. They can have good ideas, and even when the ideas aren't so good, there's no better cure for stress than a good laugh."

• "It's important to have some time alone if we expect to be able to cope with stress."

The comic book invites parents who want more information "on how to give or get help to prevent child abuse and neglect" to contact one of 10 Regional Resource Centers on Child Abuse and Neglect, funded by the National Center on Child Abuse and Neglect and listed on the back cover of the booklet.

Single free copies of *Coping With Family Stress*, which is available in English or Spanish, may be obtained by writing to: National Center on Child Abuse and Neglect, P.O. Box 1182, Washington, DC, 20013, Attention: Dennis the Menace. ■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human development services

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SCAT— *Continued from first page*

general funds became a budget item that year.

Megee approached Farmer's Bank with the suggestion that they, along with senior centers throughout the area, sell $10 worth of tickets for $5. The book consisted of 40 coupons worth a quarter each. The cab company would turn in a certificate, signed by the rider, to the Delaware Transportation Authority to collect the other half of the side's value.

And so, SCAT was born.

Service was originally limited to nights and weekends for persons 65 and older. During the first nine months, usage averaged 301 riders per month. Then between January and March of 1978, the eligibility age was lowered to 60 and the hours extended. Six months after the low daytime rates were established, ridership increased to 1,670 a month. By September of this year, service was offered Monday through Friday from 9:00 a.m. till midnight. Weekends, the taxis picked up their elderly customers from 7:00 a.m. until midnight. The passenger count exceeded 3,400!

"I think we are providing the most cost-effective means of transportation for a specific group of riders," Megee said. "During the first 15 months of operation, for example, the average trip fare was around $2.68, but the cost to the rider was about $1.09. And because in our taxis there is no charge for additional passengers, shared rides result in even greater savings in passenger costs as well as energy-fuel consumption."

Megee sees his industry as "at best a marginal operation but a vital link in transportation which provides door to door service for those who cannot easily use a fixed route mode — such as public buses."

Gertrude Lowell agrees with him. She would even go a step farther.

"For a long time, I have suggested a LOOP route, in the middle of the day, which would give the elderly an opportunity to reach senior centers and return home before the late afternoon traffic begins."

Megee thinks that's a pretty good idea.

"You could define a loop of service around the center of our whole area which is presently not productive enough for a bus. With a short term contract, taxi service could be provided. As I see it, one of three things would happen:

-- it would not be used much

-- there would be limited usage but enough to support a taxi route

-- or the demand would be overwhelming enough to warrant a separate bus route.

I think it would be worth a try."

Megee said that his attendance at industry conferences and transportation forums has brought him inquiries about the SCAT program from several States, including Indiana, North Carolina, Pennsylvania, among others.

"I think Delaware can be justifiably proud of sponsoring SCAT for its older citizens," he said.

For himself, he is pleased to point out that his companies — Diamond and Yellow Cabs — have neither applied for nor increased their rates since August of 1975.

"That's some satisfaction, too," he acknowledged. ■

# Population Report Emphasizes Need for Financial Planning

Adequate financial planning for retirement years will become even more important in the coming decade than it has been, reports the American Council of Life Insurance.

According to a research report by the council, one reason is that there will be more older people in the population. The current number of older Americans (65 and over) is expected to grow from 25 million in 1980 to 32 million in the year 2000.

Another reason is that expected low birthrates mean older people in the future will have fewer family members to rely on for social and economic support.

The council's study shows that declining fertility rates will result in a top-heavy, aging population pyramid, with an increasing proportion of older Americans in the population dependent on the economic support of a decreasing percentage of younger workers.

With the increasing short-term and long-term financing problems facing the Social Security system, the enlarged role of private pensions and other savings plans in retirement security will make sound financing planning a must, The Council says.

Other population predictions in the report:

• There will be substantially fewer teens and young adults in the 1980s than in the 1960s and 1970s.

• Black and Hispanic populations will make up a larger share of the U.S. population in the years ahead.

• Proportionately fewer households in the 1980s will be composed of married couples and more of individuals—especially older persons—living alone or with unrelated persons. ■

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# Human Development News

U.S. Department of Health and Human Services • Office of Human Development Services • Office of Public Affairs

April 1982

The Enterprise Foundation:

## Volunteers Help Make It Work

by Jean Glenn

Twenty years ago, James W. Rouse was concerned about the twin problems of urban sprawl and haphazard development. His answer to those problems, which brought him international attention, was to develop the nation's first "planned" city—Columbia, Maryland.

Years later, when he turned his attention to revitalizing economically faltering downtown areas in Boston, Philadelphia and Baltimore, the results were stunning. Even more to the point, Faneuil Hall Marketplace in Boston, The Gallery at Market East in Philadephia and Harbor Place in Baltimore have become strong contributors to the prosperity of those cities.

Nine years ago he found time to work with a local non-profit organization, Jubilee Housing Inc., whose goal was to do something about housing for the poor within the Washington, D.C. area. With financial assistance from Rouse, the help of community leaders, and more than 60,000 hours of volunteer labor, Jubilee Housing rehabilitated 90 units in two buildings. Today the number of units is 214.

In a recent interview, Rouse said that, although Jubilee has stopped acquiring housing units because of lack of funds, they are continuing to work with tenants of the restored buildings.

"They're working at such things as health centers, jobs, child

(Continued on page 6)

## In This Issue


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## Kansas Achieves Nationwide 'First'

In April of 1980, when Kansas became the first state in the U.S. to pass Children's Trust Fund legislation, it took a giant step toward the prevention of child abuse.

The idea was developed by Dr. Ray E. Helfer, a pioneer in the field of child abuse and neglect. Dr. Helfer then was the vice president of the National Committee for Prevention of Child Abuse.

The word "prevention" is the cornerstone of his philosophy about how to deal with the problem of abused children.

"I'm not saying that after-the-fact programs aren't good," he said in a recent interview. "After all, Sister Kenney and her hot packs and braces did a great deal of good for polio victims. But, if Salk and Sabin weren't, at the same time, working on research to find a vaccine to *prevent* polio, we'd still be using hot packs and braces instead of immunization."

In 1978, his thoughts were never very far from the problem of how to provide "dedicated" money to be used for prevention of child abuse. Part of the answer came when he was sailing his boat on a small lake and noticed fish-rearing ponds financed by fishing license money. A psychologist friend who was with him suggested that maybe they should try to tax marriage licenses or birth certificates to fund "child-rearing ponds." But it wasn't until he was driving on the interstate highway between Indiana and Ohio that he finally put it all together.

Why, he wondered, if a road

(Continued on page 10)

## NARIS: Help From A Single Source

After more than two years of hard work and data collection, the Native American Information Service (NARIS) at the University of Oklahoma is ready for use. The research project has received a total of $506,000 in grants from the Administration for Native Americans since June 1979.

With the aid of the computer data-based system, tribal planning projects, for example, can benefit from reviewing completed economic research studies or those in progress. The system can be a time saver and a practical way to avoid duplication of both effort and services.

Dr. Linda S. Parker, project director, said the system would also be useful to Native American organizations, individual researchers and government agencies.

Typically, completed studies and research projects have resulted in only a single copy or two being sent to the agency or foundation which funded the effort. Retrieving as many of these as they could find and locating documents from the files of tribes have been part of the 2-year project. Under the direction of Drs. William Carmack, L. Brooks Hill, Phil Lujan and Dr. Parker, books, abstracts, research in progress and other relevant papers have been catalogued. Today, NARIS contains about 5,000 entries of research about American Indians, Native Alaskans and Native Hawaiians.

"I believe NARIS is especially valuable for accessing previously unavailable materials," Dr. Parker said, "as well as for generating factually based proposals — without duplication of research and funding."

Other advantages she cited were the ease of locating data to guide planning and imple-

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HE 23.10:

# The OHDS Budget At A Glance

The fiscal year 1983 budget proposed for the Office of Human Development Services (OHDS) totals $4,931 billion (see figure 1). In addition to the Social Services and Community Services Block Grants created in 1982, a Child Welfare Block Grant of $380 million would be established, consolidating the Child Welfare Services, Foster Care, Adoption Assistance and Child Welfare Training programs (see figure 2).

In addition, under the proposed budget:

- The Head Start program would be continued at the current funding level of $912 million.
- Rehabilitation Services programs, currently in the Department of Education, would be transferred to OHDS.
- The Department of Agriculture-administered food program for the elderly would be transferred to the Administration on Aging, and $606 million is proposed for state-operated programs that finance nutrition, transportation, in-home and legal services for persons age 60 and over (see figure 3).
- The Native Americans, Developmental Disabilities, Runaway Youth and Child Abuse programs would be continued in 1983 (see figure 4).
- OHDS research and demonstration activities, except Administration on Aging, Native American and Head Start activities, would be funded at a $31 million level, the same amount as in 1982.

| Fig. 1 | (Budget authority in millions) FY 1981 | FY 1982 | FY 1983 | Change |
|---|---|---|---|---|
| Block Grants to States | | | | |
| Social Services | $2,991 | $2,400 | $1,974 | −$426 |
| Community Services | 485 | 342 | 100 | −242 |
| Child Welfare | 523 | 465 | 380 | −85 |
| Head Start | 819 | 912 | 912 | — |
| Aging Programs | 758 | 730 | 652 | −78 |
| Rehabilitation Services/Research[1] | — | — | 663 | +663 |
| Other Services to Selected Groups | 100 | 95 | 68 | −27 |
| Human Resources Research and Demo. | 46 | 31 | 31 | — |
| Special Institutions | 75 | 80 | 83 | +3 |
| Work Incentives | 365 | 246 | — | −246 |
| Federal Administration—OHDS | 68 | 63 | 65 | +2 |
| Federal Administration—OCS | 39 | 24 | 12 | −12 |
| Total | $6,268 | $5,388 | $4,940 | −$448 |
| (Financing adjustment) | −592 | — | −9 | +9 |
| Total Budget Authority | $5,677 | $5,388 | $4,931 | −$459 |

[1]Excludes comparable funding in 1981 and 1982 for Rehabilitation Services programs and the National Institute for Handicapped Research included in the Department of Education budget for these years and proposed for transfer to HHS in 1983. If these programs were included, comparable OHDS budget authority would be $6,647 million in 1981 and $6,263 million in 1982.

HHS secretary Richard S. Schweiker answered for *HD News* some frequently asked questions concerning the proposed budget:

**Question:**

The Social Services and Community Services Block Grant programs have sustained sizeable reductions in the 1983 budget—over a billion dollars below 1982. Comparable block grant programs in the Public Health Service maintained their 1982 funding levels. I thought the President was not going to make further spending reductions in social programs in his plan to turn programs over to the states.

**Answer:**

It is my understanding that the President's statement referred to maintaining the same level of funding that had been proposed in his September budget revisions. The actual spending levels currently authorized for 1982 exceed his level. There have been trade-offs made in 1983 and they reflect a weighing of relative priorities among many important programs. In the case of health spending versus social services activities, the judgment was made that the provision of health services deserved a higher priority than social services in terms of Federally determined priorities. Under the President's 1984 program to turn these programs back to the states, the states would have the flexibility to set the priorities according to their own needs.

**Question:**

FY 1983 costs under the Child Welfare/Foster Care reform legislation would be over $600 million, yet you are proposing only $380 million. Doesn't your budget fail to carry out the program reforms and funding incentives which the Congress labored on for over three years?

**Answer:**

In our view, the existing Federal financial structure for dealing with Child Welfare issues contributed significantly to the serious problems that exist in the foster care system in the states. The open-ended nature of foster care has provided a financial incentive to maintaining children in foster settings, particularly the costly institutional foster care homes. The principal objective in this program should be to prevent foster care placements, not to encourage them.

The goal of our proposed Child Welfare Block Grant is to eliminate distinctions between Foster Care and Child Welfare Services, and to abolish what has been described as perverse Federal funding incentives through open-ended funding of the Foster Care program which holds children in foster care institutions, and through small appropriations for Child Welfare Services which are protective and preventive in nature. We believe the Block Grant gives the states a better method of allocating funds that help maintain children in their own homes or reunite them with their families or find adoptive homes for them. In short, our Block Grant places greater priority on prevention, protection and other Child Welfare Services than on Foster Care maintenance payments.

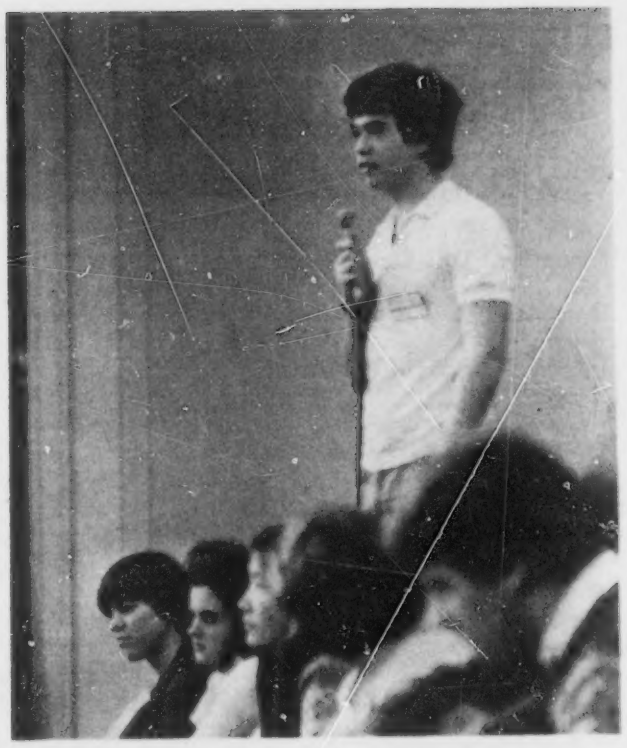
The 1980 Child Welfare Amendments (P.L. 96-272) recognized the problem of these perverse Federal incentives and tried to resolve it by building in new incentives encouraging states to enhance Child Welfare services. But the 96-272 legislation would still allow Foster Care costs to grow at an alarming and unacceptable rate—under that legislation, Foster Care costs would rise to about $400 million in 1983, nearly doubling the budget in the last 3 years. And we think that any plan that allows such large Foster Care increases is wrong and would perpetuate the problems of the past.

| Fig. 2 BLOCK GRANTS TO STATES | (Budget authority in millions) FY 1981 | FY 1982 | FY 1983 | Change |
|---|---|---|---|---|
| Social Services | $2,991 | $2,400 | $1,974 | −$426 |
| Community Services | 524 | 342 | 100 | −242 |
| Child Welfare: | | | | |
| Child Welfare Services | 164 | 156 | | |
| Foster Care | 349 | 300 | 380 | −85 |
| Adoption Assistance | 5 | 5 | | |
| Child Welfare Training | 5 | 4 | | |
| Total, Child Welfare | $523 | $465 | $380 | −$85 |

| Fig. 3 AGING PROGRAMS | (Budget authority in millions) FY 1981 | FY 1982 | FY 1983 | Change |
|---|---|---|---|---|
| Supportive Services and Centers | $251 | $241 | $216 | −$25 |
| Nutrition | 435 | 437 | 390 | −47 |
| (Agriculture Department Commodities transfer) | (85) | (93) | (84) | (−9) |
| Subtotal | $686 | $678 | $606 | −$72 |
| State Agencies on Aging | $ 23 | $ 22 | $ 20 | −$ 2 |
| Other Programs | 49 | 30 | 26 | −4 |
| Total | $758 | $730 | $652 | −$78 |

| Fig. 4 OTHER SERVICES TO SELECTED GROUPS | (Budget authority in millions) FY 1981 | FY 1982 | FY 1983 | Change |
|---|---|---|---|---|
| Native Americans | $34 | $28 | $24 | −$4 |
| Development Disabilities State Grants | 49 | 49 | 32 | −17 |
| Runaway Youth Grants | 10 | 11 | 7 | −4 |
| Child Abuse State Grants | 7 | 7 | 5 | −2 |
| Total | $100 | $95 | $68 | −$27 |

# What The Students Wanted To Know



**David A. Rust, deputy commissioner for the Administration on Aging,** was not only at ease answering the rapid-fire questions of 200 students assembled in a hearing room in the Rayburn House Office Building, he was clearly enjoying himself.

Rust, who before his appointment to AoA had served for 10 years as a staff member in the U.S. Senate, had been invited by the faculty of the Close-Up Foundation to talk with the students.

Close-Up is a non-profit organization which, for the past 11 years, has been conducting seminars on government studies designed for senior high school students. A unique feature of the seminars, according to vice president Margery Kraus, is the opportunity for participants to have personal contact with members of Congress, political appointees and senior-level bureaucrats.

The interview was videotaped by the C-Span cable television network, which reaches 10 million homes and about 2,000 schools. So, when the students returned to their homes in the Atlanta and San Francisco Bay areas, they had a chance to see themselves on the TV screen.

The geographic spread is deliberate, Kraus said. "We think it is enriching for the student to see how—or if—ideas and points of view differ from one section of the country to another."

Last month, the Close-Up Foundation enrolled its 100,000th student. Funded by grants from the Conoco Corporation and R.J. Reynolds Industries, the foundation also offers a program for students who are blind, have hearing impairments or are physically handicapped.

"We do this during three of the 70 sessions we hold throughout the school year. The handicapped students make up about half the class of those sessions. Although we make whatever provisions are necessary to accommodate the students, handicapped individuals are not separated from the other participants," Kraus explained.

On the day of Rust's interview, the range of questions varied from waste and corruption in government to whether he agreed that the bureaucracy really constituted a "fourth arm of government."

A former high school teacher of history and social science, Rust also responded to requests for his opinions about whether budget cuts and reductions in force would affect efficiency; the function and role of local governments, and a question asking him to compare programs begun by President Roosevelt during the 1930s Depression with President Reagan's perception of what is needed today.

Afterward, Rust said he felt his questioners were well-prepared.

"I was very impressed with those kids," he said. "It was obvious they had given a lot of thought to what they asked. Some questions reflected a sophisticated grasp of national problems. Some were so universal that they couldn't be answered within a 'yes' or 'no' context. I hope I gave them some useful information. I know it was a good experience for me." ■

# Jean Elder Named ADD Commissioner

*Jean Elder is sworn in as Commissioner of the Administration on Developmental Disabilities (ADD). Administering the oath of office is Jaime L. Manzano, Deputy Assistant Secretary, OHDS. Francis X. Lynch, Deputy Commissioner, ADD, holds the Bible.*

**Dr. Jean K. Elder,** an educational psychologist from Lansing, Michigan, has been appointed Commissioner of the Administration on Developmental Disabilities.

A former director of the Upper Peninsula Office of the Michigan Protection and Advocacy Service for Developmentally Disabled Citizens, Dr. Elder has been a consultant in special education for the Michigan Department of Education, and an associate professor at both Michigan State University and Northern Michigan University in Marquette. In 1976, she was appointed to the President's Committee on Mental Retardation and she has served as a member of the steering committee.

A native of Virginia, Minnesota, Dr. Elder, 41, holds Ph.D. and M.A. degrees in psychology from the University of Michigan. She is the author of numerous publications in the field of developmental disabilities, mental retardation and special education, and has lectured widely to state, national and international audiences.

In announcing the appointment, Dorcas R. Hardy, Assistant Secretary for Human Development Services, said: "Dr. Elder brings to her new post many years of experience in special education, mental retardation and other developmental disabilities, at both the state and national level. Her appointment demonstrates this administration's deep commitment to improving the quality of life for all developmentally disabled persons."

The Administration on Developmental Disabilities, which is responsible for administering the Developmental Disabilities Act, ensures provision of services to approximately 3.9 million severely disabled persons in the United States. ■

# "You Can't Forget Them"

In Northwest Dallas, two young women with large hearts combine with cool heads to provide services to four cities, with professional skill and a good deal of help from a corps of volunteers and one staff typist. Their clients are the elderly who live in the cities of Addison, Carrollton, Coppel and Farmers Branch, Tx.

***"When I was young I lived in a small town in Iowa. I had lots of elderly neighbors and I loved them dearly. They took time to listen to me, to play with me and to teach me. I didn't realize then that some people looked at older persons as 'different'. To me they were just my friends. I was fortunate that I didn't grow up with the myths and stereotypes associated with age. I didn't learn about that until I took an aging course in college at the University of Iowa."***

**Donna Gronstal**
**Director, Office on Aging**

In 1978, a federal grant supported the office and paid Donna's salary. She recruited Cathy Fowler, a former teacher and longtime volunteer who had worked with the handicapped (her youngest child is blind) and the elderly.

***"I love working with the elderly because I missed growing up without grandparents. I started working with Donna as a volunteer and wound up with a job. Sometimes what begins as a discouraging experience ends up being rewarding. One man I called on cursed at me and started to call the police to throw me out. I left. But before I did I left my card. Later, he called and apologized. Now we're pretty good friends. He uses our services and on Thanksgiving, he let me in to bring him a small turkey my husband and I had cooked for him."***

**Cathy Fowler**
**Program Coordinator**

*Donna Gronstal, Director of the Southwest Dallas Office on Aging, talks with a client.*

Today, funding for the Office on Aging has been assumed by the four cities it serves. The impressive array of programs and services Donna and Cathy supervise wouldn't be possible without volunteers.

Volunteers drive their own cars, at their own expense, to provide transportation for clients to get to grocery stores, medical appointments, or any other necessary trips. They deliver hot meals seven days a week. Although the meals are funded by a federal grant, they are prepared by other volunteers in the kitchens of a local hospital. Minor home repairs are done at low cost, or no cost, by volunteer carpenters, plumbers and electricians. A newsletter is labeled and sorted by volunteers. Friendly visits to persons confined to their homes are often the occasion for a volunteer to deliver a "vial of life" kit. A record of health problems, doctors' names, preferred hospitals, medication and other personal information is listed on a form and stored in a container in the refrigerator. A decal on the outside of the refrigerator indicates the location of the kit. Local police and fire departments are aware of the program. Volunteers staff public information booths, present slide shows and do countless other tasks to find and help older people who need some kind of assistance. (Continued on page 10)

Photo: Storey Moorefield

# Moving from an Alaskan Village to Downtown Anchorage

by Priscilla A. Jones

Schoolchildren may imagine that Eskimos still live in igloos, and while adults are more sophisticated, most probably have little idea of what life is like in an Alaskan Native village.

"Plumbing and some of the other conveniences may be rather primitive," says social worker Doug Peterson of Cook Inlet Native Association's (CINE's) Family Services Department, "but heating by fuel oil, relatively modern housing, snow machines and grocery stores are common." Subsistence hunting, fishing, and whaling are an important part of the economy and culture in some villages, he notes, whereas others are more in the mainstream.

Native families living in Anchorage, identified by CINE as "at risk" of child abuse and neglect, come from both types of villages. But one thing they all experience is a sense of loneliness and alienation, living far from the security of the village and the support of relatives and friends. Native families must also cope with stresses — including some discrimination — not present in their villages.

Then there are the problems faced by all Alaskans — the harsh climate and the long hours of darkness in the winter months. Add to this what Peterson refers to as "a lifescript" in which Alaskans view themselves as the last true frontier people "who work hard, play hard and drink hard," and it's no wonder that some families in the city break down under the stress.

According to *Alaska Natives in Anchorage*, a monograph by Dr. Richard L. Ender of the Urban Observatory in Anchorage, Natives in the city surpass their non-Native neighbors on many indicators of social stress. He reports, for example, that their median income is substantially lower than the statewide median and that they are three times as likely to be unemployed as other Alaskans. Ender notes that Natives, who comprise roughly six percent of the Anchorage population, accounted in 1979 for 43 percent of the arrests for offenses against family, and 19 percent of all reports of child abuse and neglect.

Alcoholism is a problem in about 50 to 60 percent of the families seen by CINE's family aides and home visitors, Peterson says, "so there's bound to be neglect of the children."

CINE's family aides help Native parents to tackle alcoholism, get a job or solve emotional problems, while the home visitors focus on the parents' relationship with their children. In addition to regular home visits, the home visitors have organized a weekly infant stimulation program that combines education in child development with social activities for young Alaskan Native mothers. What the home visitors — all Natives themselves — have accomplished, Peterson believes, is to recreate the feeling of an extended family that was lost when the young couples left their villages.

The program's prevention services have been so effective that director Jennifer Evans says: "We used to spend all our time in court trying to prevent foster placement of the children, and now we very rarely go to court. There isn't another program in Anchorage that offers the types of family support services we provide."

The CINE home visitor program has been funded by the National Center on Child Abuse and Neglect in the Children's Bureau, Administration for Children, Youth and Families. The demonstration grant period is over, however, and CINE is now looking elsewhere for social service funds, which are not as readily available in Alaska as many might think.

On the subject of Alaska's new wealth, Peterson explains that the 1971 Alaska Native Claims Act created 12 regions for Alaskan Natives and established a regional corporation in each. These entities received tracts of land and millions of dollars, with some of the money filtering down to Natives in the form of shares in the corporation, yielding dividends of about $200 to $300 a year.

"But each corporation is a profit-making business," Peterson points out. "They were not designed to take care of the social service and health needs of Native Americans." That is the job of CINE, which is the nonprofit arm of Cook Inlet Region, Inc., the Anchorage regional corporation.

Peterson hopes that the corporation's profits will grow. But, he says, in the meantime, "We're looking — just like organizations in all the states — to the federal, state and municipal governments for funds." ■

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*Priscilla A. Jones, formerly a writer-editor with the Administration on Children, Youth and Families, is associate editor of* Aging Magazine.

## What's New?

. . .not only the format of *Human Development News* but, beginning with this issue, a new feature, "This Worked For Us" (page 8), that offers a special forum for readers.

Do you want to share an effective technique for working with clients. . .volunteers. . .the private sector. . .community organizations? Would you like to let others know about your successful program? "This Worked For Us" highlights your efforts.

To be included in coming issues is a new column, "What Others Are Saying"—about program funding, exemplary efforts, the social services scene. It offers an opportunity to express your views.

And, of course, *Human Development News* welcomes your letters commenting on material that has appeared, making suggestions or offering an opinion.

Articles (1,000 words or less) and letters may be sent to the Editor, *Human Development News*, Room 356-G Humphrey Bldg., 200 Independence Ave., S.W., Washington, D.C. 20201.

# VERMONT'S HUMAN SERVICES PLAN

In 1978, Vermont's Agency of Human Services began to consolidate planning for all the programs under its general administration. The move was a response to Gov. Richard A. Snelling's request. Prior to that, each department had its own independent program and budget planning process, with little, if any, agency coordination. The resulting plans were compliance-oriented and had little value beyond meeting categorical program needs.

The following year, Vermont and nine other states participated in the HHS Planning Reform Demonstration Project—a 2-year effort designed to permit states greater flexibility in meeting federal program planning requirements.

Possible because Vermont had already produced what was called an "Executive Prospectus" for its Agency of Human Services, it was able to complete the development of an effective management approach by standardizing and consolidating the state's planning and budgeting cycles.

The plan document for FY 81 was submitted as a companion piece, along with the budget request by Sister Elizabeth Candon, secretary of the Human Services agency. The state legislature used it that year as a reference tool and, in Fiscal Year 1982, requested and received the proposed version of the plan for consolidated human services.

Gov. Snelling, in a letter to the people of Vermont which prefaced the document, said its significance "becomes clear when you imagine the long shelf of plans it replaces and the planning activities it represents."

"Here, in one volume," he said, "are the program plans for all major Agency of Human Services programs in a manageable size and format, accessible to all."

The governor said the new arrangement provided the legislature for the first time with an opportunity to review all state needs. "Many of the federally funded programs included in this plan had never before been available for comment by the legislature before being sent to Washington," he said.

In her own statement, Secretary Candon related the plan to human needs.

"The agency serves many citizens in many different ways," she said. "There are those who require intensive, long-term care; others who need immediate but short-range assistance for food or fuel; still others who need only information and direction to help them make their own plans to meet their own needs.

"This agency recognizes that people cannot be compartmentalized by problems. We must see those who need our help as persons, not as collections of problems. To that end, this plan has been designed to identify and strengthen linkages between programs with common target populations, delivery systems, and administrative systems. Ultimately, the process will improve the capacity of state agencies, communities and other public groups to plan, coordinate and deliver human services to the people of Vermont."

Gordon Boe, special assistant to the Deputy Under Secretary for Intergovernmental Affairs for HHS and director of the national planning demonstration project, said Vermont was one of four states selected to continue the project for another year. (The others are North Carolina, Illinois and Missouri.)

"The purpose of the third year is to use the planning and management improvements that the states have already made to implement Block Grants," Boe said. "Also, to have them assist other states in developing more useful planning techniques by sharing their results with them."

The Office of Human Development Services has been involved in the project from the beginning—with all participating states. HDS assisted in providing funding support. The Office of Policy Development and the HDS Regional Administrators offered consultation and technical assistance. Most states which were part of the project included at least one, and often several, HDS programs—including Aging, Title XX, Child Welfare, Child Abuse and Neglect and Developmental Disabilities. ■

## Older Americans Month:

# AGING TOGETHER

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***The "Aging together" stamp commemorating Older Americans Month will be issued in a sepia tone by the U.S. Postal Service May 21.***

**"Aging together,"** the theme of this year's Older Americans Month—May 1982—is reflected in the intergenerational portrait that appears on a commemorative stamp the U.S. Postal Service will issue on May 21 in Sun City, AZ.

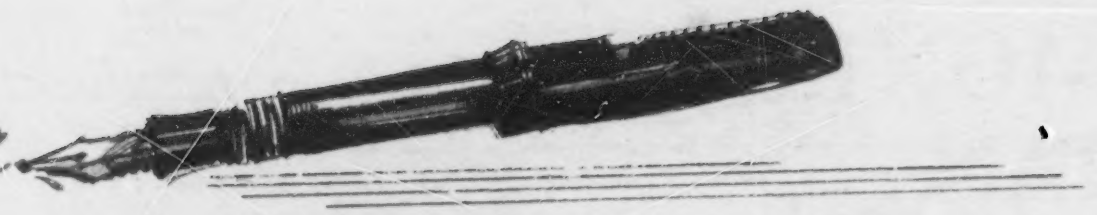
Designed by Paul Calle of Stamford, Conn., the portrait communicates "love and caring and dignity between generations," said Senior Assistant Postmaster General Joseph F. Morris, who unveiled the stamp last December at the White House Conference on Aging. The stamp, he noted, will remind all Americans "of the work that remains to be done to make aging in America not a tragedy, but a triumph of human will and achievement."

Calle, whose previous designs include the 1969 Moon Landing, the 1974 Retarded Children Can Be Helped and the 1979 International Year of the Child stamps, created the pencil drawing from photographs collected over the years. The individuals portrayed are composite images.

A Presidential Proclamation will designate May as Older Americans Month, calling on Americans to pay special tribute to past and potential contributions of older citizens toward enriching society.

Dr. Lennie-Marie P. Tolliver, Commissioner of the Administration on Aging, points out that salutes to older Americans by national organizations and trade, business and commercial groups can take many forms—such as articles in newsletters featuring active older volunteers, tributes to older employed citizens, and efforts to increase public awareness of the needs and contributions of older Americans. During the special month, she said, "We are seeking to alert all Americans to the importance of providing opportunities and support to activities that will help make more meaningful the lives and potential of older Americans." ■

# Worth Noting



**HEALTHSPORTS.** The new Vinland National Center near Minneapolis is accepting applications from disabled people for any of its 3-week programs in healthsports. Although the Norwegian concept of healthsports includes skiing and other vigorous physical activities, Vinland's programs are designed to the individual, explains operations director Joan Saari. Participants are lodged dormitory-style at YMCA Camp Ihduhapi, adjacent to the Vinland Center, and have family-style meals. The center is especially interested in attracting participants from throughout the country — particularly those who would be willing to promote the idea of healthsports when they return home. (For applications: Vinland National Center, 3675 Ihduhapi Rd., Loretto, MN 55357.)

**"SOUP AND SAND."** The small town of Canton, Conn. has developed a locally funded intergenerational program called "Soup and Sand." The initial activity was delivering soup for lunches and sand for icy drives and sidewalks last winter. The soup was made in the home economics class and delivered during study hall periods. Spin-off events from the original project have included joint lunches, exercise programs and chore services. About 300 older persons have been served. Financial assistance is being provided by the Kiwanis Club.

**HELP WHERE IT'S NEEDED.** The Volunteers of America have opened an emergency shelter behind its Thrift Store in New Bedford, Mass. While only three rooms are available, the shelter can be used by families who are victims of fire, domestic violence, evictions, or housing inadequacies — lack of heat, for example. Previously, New Bedford's troubled families had to depend on costly motels paid for by the Red Cross. The new shelter can help take some of the pressure off limited private funds. A local philanthropist donated the money to help the shelter get started.

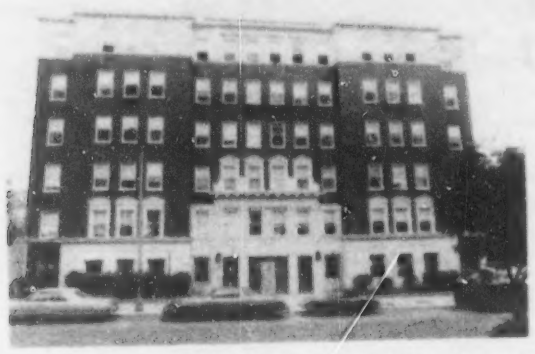
**COMMUNICATIONS.** A Center for Deaf Treatment Services in Northville, Michigan provides mental health treatment to hearing impaired, mentally ill persons. In its first year of operation, the 20-bed inpatient unit of Northville Regional Psychiatric Hospital has served 36 persons, 16 of whom have been discharged to the community. Dr. Steven Chough, director of the center, said they are reaching many who had not had access to traditional mental health services because of communications barriers.

**ON THE STREET.** In response to the article in *Human Development News* (Sept. 1981) about violinist Itzhak Perlman, TV script writer Emily Perl Kingsley provided examples of Mr. Perlman's appearance on "Sesame Street." The children's program regularly integrates disabled people into the regular programming.

"In one segment," said Ms. Kingsley, "a little girl skips up a short flight of stairs with ease while Mr. Perlman struggles up them with the aid of his crutches. Mr. Perlman comments on the fact that some things that are quite easy for the little girl are quite difficult for him. On doing warmup exercises on the violin, however, the little girl remarks that some other things that are difficult for her, he finds very easy."

**ON THE BEACH.** In Needham, Massachusetts, a Minuteman Model Yacht Club has invited disabled persons to take up operating radio-controlled ship models. The members, ranging in age from 14 to 70, pursue this activity from April to November at Rosemary Lake. For those disabled persons not yet in a position to buy or build a ship model, club members offer the use of one of theirs. (David Mainwaring, MMYC, 36 Hawthorne Ave., Needham, MA 02192.)

**ROUSE** (Continued from page 1)



***The Ritz. One of two buildings rehabilitated by Jubille Housing, Inc., of Washington, D.C. More than 60,000 hours of volunteer labor went into the project which is cited by Rouse as a "model" of what can be done to create livable housing for the poor.***

care and many other services," he said. "It should also be pointed out that they have raised about a million dollars on their own—ranging from donations of $25 to $100,000."

Rouse does not regard money as the entire solution. He has been quoted as saying that even when governments were pouring money into urban renewal, housing for the poor remained, for the most part, "a disgrace."

Yet he knew money had to be a part of the answer.

Last December, two years after he had resigned from the day-to-day operations of his own company, he announced the formation of *The Enterprise Foundation* and *The Economic Development Company*. The Foundation's purpose is to provide technical assistance and funds to local non-profit housing corporations which are working to assist the very poor rehabilitate unfit housing to "fit and livable" condition. The Development Company is described as a for-profit, tax-paying real estate development enterprise solely owned by the Foundation. All of its earnings will flow to the Foundation.

"I like to emphasize the Foundation," Rouse said. "The Development Company is something which, I hope, over time will eventually be able to take up the financial gap that will always exist as the Foundation continues its work in the rehabilitation of housing."

So, the Development Company is a long-term instrument. But Jubilee's experience with the necessity for continuous funding was, Rouse said, "probably a major factor" for the unique combination of non-profit and for-profit enterprises.

On the day he announced the plan, The Atlantic Richfield Foundation awarded the Enterprise Foundation a grant of $1 million, provided Rouse could raise another $4 million by November 1982.

Two months later, Rouse, who serves as chairman of the Foundation, had raised $6.7 million. The oil company's first million was matched by Rouse himself. He had a preliminary agreement with the Ford Foundation for another $2½ million. The Charles Stewart Mott Foundation contributed $1 million; the Piton Foundation, $500,000; and Alcoa Foundation, $300,000. Three individual donors were responsible for another $400,000.

The total amount Rouse hopes to raise this year is $15 million.

"Some of that money will have to be invested," Rouse said. "Some of it will go to the Development Fund and all the rest will go to Foundation projects."

A no-nonsense fact sheet presents the criteria for those projects:

*Work with the very poor where they live.

*Make extensive use of volunteers—the residents themselves and people from the wider community—not only for housing but for the extension of human services.

*Enlist business and professional firms as volunteers to assist with legal, accounting, construction, management, health, education, recreation activities.

*Raise funds from their own communities to help support their staff and services.

*Maintain an ongoing organization to assist residents in the management and maintenance of their properties.

*Show creative enterprise in developing solutions for human needs by providing for job training, placement, child care and early education and other services to improve the living environment.

The Foundation, in addition to building a network of communication for exchange of information between groups and offering technical assistance in those areas where it is needed, will provide capital funds as loans, and sometimes as grants, to cover the gap between the cost of rehabilitation and the small part which can be financed out of the income of the residents. Its ultimate purpose will be to assist in similar developments in cities across the country, serve as models and to stimulate other groups in other cities.

"There has to be a way to help the poor so that they can help themselves; to develop leadership within communities—not outside them," Rouse said. ■

# A One-Of-A-Kind Corporate Office

In a manner of speaking, the Atlantic Richfield Company went "to the head of the class" recently, when it appointed Jerry Bathke as director of Indian Affairs. No other energy company has such a position, according to Bathke.

"ARCO has always had a strong management commitment that dictated fair and honorable treatment in our business dealings with Indians," he said, "but until now we did not have a centralized, coordinated approach to the company's far-flung partnerships with Indians," said Bathke, a former special assistant to the Commissioner of HDS' Administration for Native Americans (ANA).

He said part of the approach would involve an education process to help corporate and company employees become aware of Indian sensitivities and customs. It is also intended to provide assurance to Indian tribes that their ideas about sacred earth, air and water will be understood and observed in all exploration and production agreements.

"An example of that kind of understanding is typified by our agreement with the Northern Cheyenne Indians in Montana," he said. "Environmental considerations were extremely important to the Cheyennes. In fact, theirs was the first jurisdiction in the United States to achieve the distinction of having 'A-Quality' air. We honored their concerns and made the preservation of environmental factors an important initiative in our exploration work—even to the point where it could be more costly for the company."

The terms of the agreement permit ARCO to explore the entire reservation for energy resources. In addition, all the information collected will be the property of the tribe and used for negotiations with the company—or others—to the tribe's benefit.

Bathke listed these other company policies regarding agreements:

- Bonus payment for the right to explore for oil and gas,
- Royalties and partnership profit-sharing if oil and gas are found,
- Employment preference to Indians of the local tribe, and
- Sub-contracting work to Indian-owned companies wherever possible.

"Another practice I believe is unique," Bathke said, "is that when we lose property, at the end of the year any undeveloped acreage reverts back to the tribe for re-negotiations with us or another energy company."

Bathke said that he agrees with ANA Commissioner A. David Lester that one of the problems still only partially solved is the lack of opportunity for Indians to develop expertise in the practices of contemporary businesses and corporations.

"I think, primarily, this is due to lack of participation in the corporate process," Bathke said. "We are trying to remedy that by offering scholarships, providing opportunities for partnerships within the company and by instituting hiring practices that give preference to Indians."

In Alaska he said the company was helping the native community identify goods and services needed by industry and ways to offer them.

Efforts to acquaint other industries with Indian capabilities and Indian culture has resulted in the inclusion of *Indian Studies* within the curriculum of the Aspen Institute, and the Colorado-based Keystone Institute.

Within days, Bathke was scheduled to speak about management and planning programs which could benefit Indians on individual reservations in Montana.

"That meeting is part of the Tribal Employment Rights Organization (TERO) which was started by ANA. All the tribes in Montana will be represented."

Days later he would meet with two presidents of ARCO's subsidiaries that account for about one-third of the corporation's operations and earnings. Together they will talk about the 20 or 30 ongoing Indian programs and the potential for more.

Bathke feels that this careful attention and delicate balance between business interests and Indian concerns can make the difference in a successful partnership.

"It's not only a new and better way to get things done," he said, "but a way that both the Indian and business communities feel is the 'right' way."

Perhaps that creative balance of respect was best illustrated by the ancient Indian ritual performed in Bathke's office the day the Indian Affairs Division was officially dedicated.

Before a silent audience composed of corporate officials and Indian tribal members, a Navajo Indian medicine man, Henry Bainbridge, prayed and pressed corn pollen on the walls—east, south, west and north. Then he sprinkled water all around. The ceremony is a blessing intended to get any new endeavor off to a good start.

"I think the way the dedication was handled was the 'right way' I spoke of earlier," he said "Certainly I'm glad to get the blessing and I'm sure we can use it," he grinned. ■

# *Study Shows Bilingual Bicultural Curriculum Models Effective in Head Start*

Spanish-speaking children enrolled in model bilingual bicultural Head Start programs made significant gains over comparison groups in their ability to use, understand and think abstractly in English, according to a report issued by the Administration for Children, Youth and Families.

As a group, the Spanish-speaking children in the model projects increased their English usage by 21 percent over the course of the year. In addition, there was no adverse impact on the learning of English-speaking children involved in the model projects.

The findings are contained in a study compiled to determine the impact of four bilingual bicultural preschool curriculum models on Spanish-speaking and English-speaking preschool children, their parents and their teachers.

The study was conducted over a 3½-year period in eight Head Start centers in communities with relatively large Hispanic populations. (About 20 percent of the children enrolled in Head Start are Hispanic.)

Four bilingual bicultural curriculum models developed for Head Start were tested in Head Start classes composed of Spanish-preferring and English-preferring children (children who used Spanish or English in a majority of home and preschool activities at the time they were enrolled in the classes.)

Comparison children, both Spanish-preferring and English-preferring, were enrolled in regular Head Start centers near each of the experimental sites.

All of the children—442 distributed across the eight evaluation sites—were tested on selected standardized competency measures at the beginning of the Head Start year (Fall 1979) and at its conclusion (Spring 1980). In addition, a subsample of experimental children at four evaluation sites were the subjects of intensive classroom observation during the year.

The study also showed that Spanish-preferring children enrolled in the model projects performed significantly better in their ability to use Spanish and to think abstractly in Spanish.

Mothers of the children involved in the experimental models and the classroom staff

involved all expressed positive attitudes toward bilingual bicultural education.

The study also points out that the curriculum models are adaptable to different geographical, linguistic and cultural settings. The models functioned within a variety of administrative structures, different types of Head Start centers and different schedules.

The study was conducted by Juarez and Associates, Los Angeles, California. Single copies of the executive summary, *An Evaluation of the Head Start Bilingual Bicultural Curriculum Models*, may be obtained by writing to Soledad Arenas, Head Start Bureau, P.O. Box 1182, Washington, D.C. 20201. ■

# This Worked For Us

## Rhode Island Recruits Foster Parents

by Richard M. Tavone

As the recruitment supervisor for Rhode Island's Department for Children and Their Families (DCF), I am charged with finding foster homes for children. Like many public and private agencies in the country, DCF has seen an increase in the number of children coming into foster care while, at the same time, fewer resources are available to meet placement needs.

In order to recruit more foster homes, agencies cannot rely solely on traditional strategies. As a social work practitioner with over 16 years' experience, I have observed the dilemma facing public and private agencies: How can a beleaguered child welfare organization attract prospective foster parents without resorting to the "pity principle" approach? Because the plight of foster children is touching, the temptation is great to appeal to the desire to "rescue" children.

Calling upon my previous marketing and advertising experience, I had designed a mass media and community education campaign which helped to meet some of the placement needs of DCF's predecessor, the Department of Social and Rehabilitative Services. I was also able to obtain some indirect assistance for the foster care program from business and community groups. For example, the clothing needs of foster children cannot be adequately met within our budget restrictions, so I contacted a large national manufacturer, who continues to provide some clothing items for children in foster care. (I have also made it a point to recognize those who assist us—a letter to an employer, for example, or to the newspaper.)

With the formation of DCF in 1980, and the inevitable reassignments and budget and staff cuts, I found myself recruiting statewide with only one assistant. To secure quality foster homes and financial support, I needed to reach out and influence both the general public and private enterprise.

The theme adopted to market foster care—"We Can't Do It Alone"—addressed itself to our limited resources and legal responsibility and the fact that the community should also share in assuming some responsibility in assisting us to help these children. I was confronted with a variety of obstacles: we needed funding for a comprehensive, multi-media advertising public relations campaign, and we had to reach a "laid-back" audience—at a time when federal support was shrinking and the economic situation had created stiff competition for the charity dollar. Public misconceptions of foster care also complicated the situation.

I felt strongly that to succeed with our program, professional advertising and public relations methods had to be implemented. In the spring of 1981, I took a shot in the dark and wrote to the Rhode Island Advertising Club asking for assistance. Unknown to me, the club did have a program of sponsoring public service activities and had already received requests from several public and private agencies. I was asked to make an oral presentation to the committee, in which I outlined my belief that a coalition of community support would benefit both DCF and the private sector, and especially foster children. Shortly afterward, the ad club agreed to sponsor the campaign.

The unique partnership that resulted represents the first statewide, extensive use of professional advertising and public relations techniques by a foster care agency. Unlike most charity-agency relationships, this one involves not just one but several agencies, together with production companies, businesses, religious and community groups and government agencies all working together for the same goal: to improve the quality of life for foster children.

I have served as technical and creative consultant, working closely with art director Wayne Waaramma of the Duffy & Stanley agency, copywriter Tom Monahan of Leonard Monahan Saabye and other members of the club's technical, creative, public relations and management staff. We also used the services of senior college students majoring in advertising, public relations and other related areas.

The whole group worked well together to capture the difficult balance in the advertising copy that DCF aimed toward. Foster care is a hard concept to sell and it must be done in a way to balance both the realistic and the rewarding aspects of foster parenting. We wanted to speak directly to parents to let them know how *they* could benefit by becoming foster parents. We purposely avoided poignant portrayals of abused, battered or neglected children—we all agreed that the emotional approach had been used so often that the public really had become insensitive to it. As the accompanying print ad illustrates, foster care is emphasized as good news—not bad news—both for children and parents.

In addition to print ads, the campaign includes radio and TV spot announcements, outdoor billboard advertising and brochures. The print ads will appear in regional sections of national magazines—something no agency on its own could afford—as well as in newspapers throughout the state, and the radio and TV spots have consistently been aired in prime time spots. The cost of advertising production and ad placement alone would jolt the budget of any social service agency!

We were particularly pleased when last September a print ad for the campaign won the first place award in public service advertising at the "Supershow" statewide competition. The campaign was cited by the show's sponsors for "its uniqueness and creativity" and for "bringing together the valuable resources of the advertising, public relations and business community to the assistance of DCF."

At DCF, we have been abie to bridge the gap between the social service agency and the private sector. I firmly believe that partnerships allying charity and business are the wave of the future. ■

"I gained 113 lbs. overnight and I feel like a new woman."
—Sarah Brodie
Everybody knows that foster families are good for homeless kids. They get care and love, food and shelter, guidance and so much more.
But did you ever stop to think of how much it helps the families who take these kids in?
Families all around Rhode Island are experiencing the special gains that come when they take in foster kids. Both teenagers and youngsters. The joy. The satisfaction. The genuine heart-felt pleasure of helping kids when they need it most.
You can't buy those kinds of rewards for a million dollars. But they're there for the taking, simply when you sign up for Foster Family Care.
We've got foster teens and kids of all ages, all races, from all social-economic backgrounds. Some from broken homes. Some from homes with illness or death. Some very normal, healthy kids. Some with special problems. Some need an overnight stay. Some need a home for weeks, or months. But they all come with one guarantee. You'll gain a few pounds of kid and a whole lot more.
If you'd like to know more, call us at 277-3797. Rhode Island Foster Family Care, Department for Children and their Families.
The gains are enormous for the kids and for you.
Before and after measurements
Before
After
Foster teens. 277-3797. The gains are enormous.

*Richard M. Tavone, M.S.W., is recruitment supervisor for the Department for Children and Their Families, Division of Community Services, Providence, R.I.*

NARIS (Continued from page 1)

mentation of policies, capitalizing on the experience of other groups and interrelating all areas of research.

"NARIS is the only data base that provides a comprehensive catalogue of all published and unpublished research studies, including, as much as possible, research in progress," she said. "All other repositories are fragmented in their scope."

print-out length. According to Dr. Parker, every attempt is made to keep costs reasonable and minimal in order to encourage broad usage of the service.

The NARIS phone number is (405) 325-5884. A staff member will discuss the search topic and help the user develop his search question. Shortly thereafter, the user will receive the results in the form of a computer printout.

*Dr. Linda S. Parker, project director, is shown with Tom Kauley as they run a "search" of the NARIS data base.*

For each study entered in the data base, the NARIS report provides bibliographic information, the type of study, the group researched, its location, size of population and funding source. It also includes the location of the document, index terms (called descriptors) and a brief abstract.

The Native American Research Information Service is free of charge to tribes, Native American communities and organizations and federal agencies. Individuals representing those groups should indicate their affiliation when they write or call NARIS, Dr. Parker said.

Other interested users may call for an estimate of the costs of a particular search. It will be based on computer time and

Written requests should be directed to: NARIS, Kaufman Hall, Room 331, University of Oklahoma, Norman, OK 73019.

For each individual request, NARIS provides a product tailored to meet the user's needs. It can offer a complete report for each study retrieved in a search on a specific topic or any combination of topics.

By summer, detailed information on NARIS will be available in book form. Free copies will be sent to tribal offices, Native American organizations and government agencies. Others interested in the publication can buy it from The American Indian Studies Center, 3220 Campbell Hall, University of California, 405 Hilgarde Ave., Los Angeles, CA 90024. ■

*Clarissa Shaw, who has been with the NARIS project from the beginning, is shown processing a study for inclusion in the data base.*

# "I Am A Ballet Dancer"

by Mary Rodgers

For 22-year-old Karen Webster, the study of ballet has brought a new life.

Karen, who lives in Tonawanda, New York, with her parents, had German measles twice during her first year of life. By age two, she was still not walking and had developed a destructive behavior pattern. At age three, she was diagnosed as mentally retarded.

For 16 years Karen was uncontrollable—"high strung," according to her mother, Mrs. Howard Webster. Then, in 1976, the Websters joined the Parents Association for Retarded Children and things began to change for Karen. Mrs. Webster saw an ad for special class ballet lessons in the association's newsletter. Although she was concerned about Karen's behavior, she enrolled her in the American Academy for Ballet.

The Academy's owner and director, Maris Battaglia, had for many years taught classes for mentally retarded and deaf persons as well as regular ballet classes.

After a few weeks in the special class, Mrs. Battaglia recommended that Karen join the "regular" beginners' class. Her parents were apprehensive about the change, but Karen was eager to continue, and her parents agreed.

At the start of the new class, Mrs. Battaglia said, Karen would talk uncontrollably throughout the entire session. But when she learned that ballerinas were silent on stage, she stopped talking because she wanted to be just like them.

That was five years ago. Today, Karen competes in Special Olympics track and field events and swimming and has won gold and silver medals at the state level and many local awards.

Karen's physical and mental control and coordination have improved remarkably, Mrs. Webster says. While she cannot explain why ballet has made such a dramatic change in Karen's life, she suspects that while "part may be maturing, there is something about the discipline needed for ballet that has given Karen the self-control and emotional stability she needs in other areas of her life."

Before ballet, Mrs. Webster explains, Karen had problems in social settings. Now, however, Karen goes to movies and she is able to sit through a ballet performance with "rapt and silent attention."

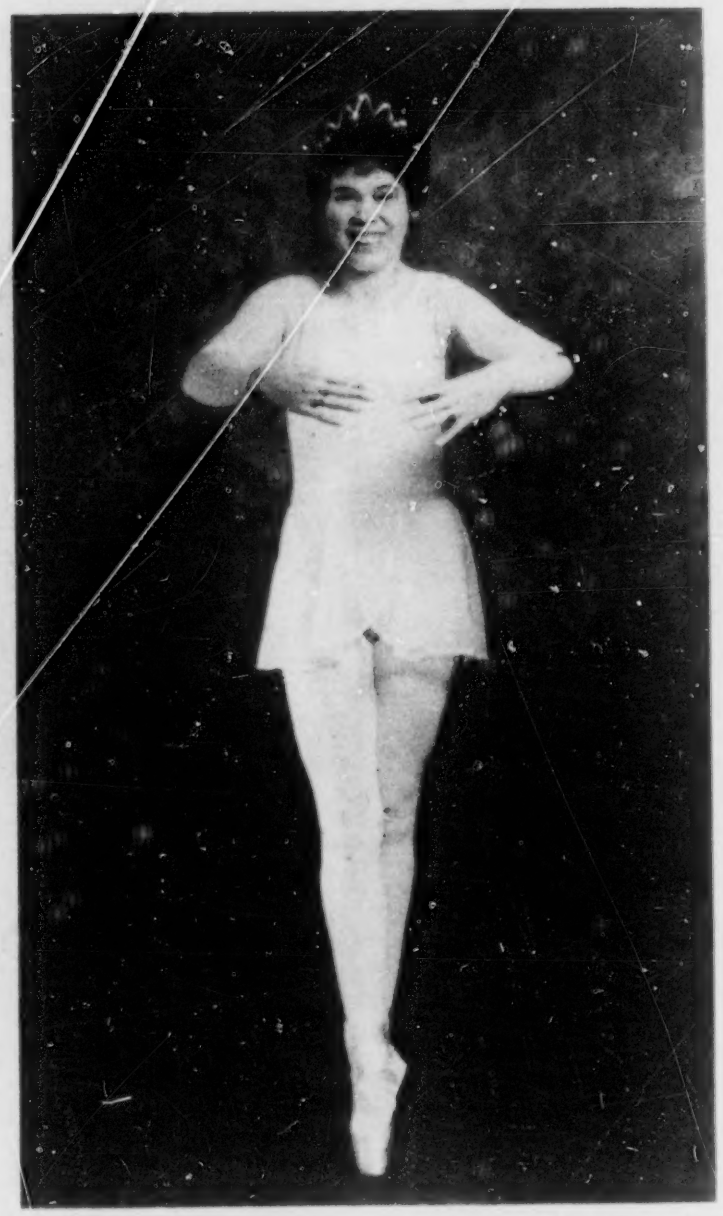


Photo: Cameo Studio

***Karen Webster***

Karen—who is diagnosed as being in the low-trainable range of mental retardation—can neither read nor write, but she is able to remember her ballet steps and routines—an accomplishment that has amazed her parents and teachers as well as some professionals in the field of mental retardation.

Mrs. Battaglia points out that Karen does not simply mimic the instructor, because as the lessons progress and change Karen is able to remember the changes. Sometimes she might be a beat behind the other students during the class, but she quickly catches up.

Karen attends two classes. One is a beginners' class, because she still has friends there, and the other is a regular pointe classs. She practices her routine 30 minutes per class.

Karen's improvement, Mrs. Battaglia says, is an "incredible story." Since she began studying ballet, Karen has graduated from a class at Cleveland Hill High School. She has worked with the Harkness Vocational School doing manufacturing processing in a work-sudy program and was able to earn a small amount of spending money. She is now enrolled in a training class with the local chapter of United Cerebral Palsy.

Mrs. Webster said that Karen's marked progress has been beneficial not only to her but also to the rest of the family. Through ballet she has received a gift of physical and mental control and development. Mrs. Webster hopes that Karen's success will inspire other parents or guardians of disabled youngsters to try things with their children that they might have believed impossible.

As for Karen, what does she think of all this? As she completes her daily routine, she proudly smiles and says calmly, "I am a ballet dancer." ■

*Mary Rodgers, a journalism student, is a program assistant with the Administration on Developmental Disabilities.*

KANSAS (Continued from page 1)

can be built without break or change in dimensions between one state and another—with even the directional signs the same shape and color—couldn't a plan be devised that would give the same uniformity to the collection and use of funds to prevent child abuse? The answer, he was convinced, lay in action within state legislatures until the Children's Trust Fund could be created across the nation in a fashion similar to the Highway Trust Fund.

His next speech happened to be to the National Committee for Prevention of Child Abuse's state chapter in Kansas. He threw away his prepared text and presented his idea. The response was immediate. Members of the chapter began at once to work with Gov. John Carlin and individual legislators.

Dr. Helfer went back to Michigan State University, where he is a professor in the Department of Human Development, College of Human Medicine. He wrote a 34-page booklet outlining a suggested plan for making the trust fund a reality. The National Committee, through a grant from the McDonald's Corporation, published it and distributed it nationwide to all state chapters.

The results?

In January 1980, Gov. Carlin made the establishment of a Children's Trust Fund part of his budget request. In the early spring of that year, the Kansas legislature passed a bill establishing the first Children's Trust Fund in the United States. On April 16, 1980, it was signed into law.

This is how it works:

A $7 surcharge is placed on every marriage license issued in the state. After statutory deductions, the money realized from the surcharge and earmarked for the Trust Fund comes to a monthly average of $10,500. Revenues are used to help start community-based programs primarily for, but not limited to, the prevention of child and family abuse.

A second piece of legislation provides for a 14-member Children and Youth Advisory Committee. It consists of nine state agency members and five public members, appointed by the governor. The committee advises the Kansas State Department of Social and Rehabilitation Services, which administers the trust, on the use of the funds.

The first year of operation, the Trust Fund received 52 proposals and funded eight. Eligibility for funding was based on proposals that:

* Focused on primary prevention of child and spouse abuse.
* Were innovative and, if successful, could be replicated elsewhere.
* Fulfilled a demonstrated need in the community.
* Reflected community cooperation and support.

Special attention was given to geographical distribution of funds. Individual projects could not receive funding in excess of $15,000 unless the Advisory Committee judged a proposal to be exceptionally meritorious or regional in scope.

When asked about the effectiveness of the trust fund, Gov. Carlin said he remained committed to it because it provided services for children which assisted them to become self-sufficient, well-adjusted members of society.

"The Trust Fund makes it possible for communities to coordinate and utilize their own local resources and to design and administer their programs according to their own specific needs," he said.

Ed. note: As this issue goes to press the state of Washington has passed similar legislation and Virginia and California are considering Children's Trust Fund laws. ■

# Regional Administrators Meet

**Pictured here are some of the administrators and staff members of OHDS and Regiona' Offices who met in Washington in February.**

Left-right: Bob Radford, acting director of ACYF's Youth Development Bureau; Judy Parsons, OHDS Office of Legislative Affairs; Warren Master, deputy commissioner, ACYF.

Bill Behm (left), special assistant to the regional administrator, Atlanta, and George Rudy, HHS regional director, Atlanta.

Dick McConnell (left), OPCR director, Seattle, with OHDS assistant secretary Dorcas R. Hardy and HHS secretary Richard S. Schweiker.

Mas Yoshimura (left), OFO director, Denver, and HHS under secretary David Swoap.

Left-right: Betty Stagg, OHDS Office of Private Sector Coordination, OPCR; Ann Kennedy, acting RPD/Aging, Kansas City; Dr. Lennie-Marie P. Tolliver, commissioner, AoA.

YOU CAN'T FORGET THEM *(Continued from page 4)*

Cathy Fowler

***"I believe that neighbors should help neighbors and friends should help friends. That's where it all begins, that sense of community. If a person . . . cannot reach out to neighbors and friends, how can he possibly help a stranger on the street?"***

Donna Gronstal

One of the agency's most effective programs is the outreach service. Its aim is to identify persons who are most in need of service but require assistance to locate and arrange for those services. Donna, Cathy and their volunteer workers go door-to-door in their search for persons who need help.

***"An elderly person once said to me, 'Be careful when you do outreach. I've seen people whose lives were messed up because some social worker with good intentions entered the picture.' At first my feelings were hurt, but there is a lot of truth in that statement. I once had a call from a woman who was very upset because an old woman near her home didn't have indoor plumbing. When I followed up with a home visit, I found that not being able to afford a sewer line had nothing to do with it. She had lived without indoor plumbing for more than 70 years and saw no need for it now. It is important that an older person make his own decisions that affect his life. My concern should be that he is comfortable with his way of life; not whether his way reflects my standards or my expectations."***

Donna Gronstal

The Northwest Dallas Office on Aging does a big job with enthusisam and common sense—and a lot of help from others. Donna and Cathy like their work basically because they like their clients.

***"I think what I like best about older people is their wisdom and stability. Maybe more than ever before we need to look to our older citizens to help us as a nation and as individuals."***

Donna Gronstal

***"You just can't forget them."***

Cathy Fowler

# Expanding Opportunities for the Mentally Retarded

by Albert J. Berkowitz

Twenty years ago, there was no way to rate the adaptive behavior of an individual with mental retardation. Most agencies, institutions and schools relied on IQ tests to judge whether a person could learn such basic skills for living and working as choosing clothing and making change. Using IQ as the deciding factor, many persons might have been denied the opportunity to learn the skills necessary to make them independent and productive.

Today, it is a different story. The adaptive behavior of children and adults with mental retardation and developmental disabilities can be assessed using the Adaptive Behavior Scale developed by the American Association on Mental Deficiency (AAMD) under a grant from the Department of Health and Human Services (HHS).

The story of the AAMD Adaptive Behavior Scale (ABS) begins in 1961, when the concept of adaptive behavior was first included in AAMD's official *Manual on Terminology and Classification in Mental Retardation*. Adaptive behavior was defined as (1) the degree to which people are able to function and maintain themselves independently and (2) the degree to which they satisfactorily meet the culturally-imposed demands of personal and social responsibility. Although these basic tenets were now officially recognized as important in determining the status of a person's mental capacity, there were still few instruments or procedures available to assess adaptive behavior.

Recognizing the need for an assessment tool, the AAMD and the Kansas Division of Institutional Management began a joint 5-year project in 1964, supported by a grant from the National Institute of Mental Health (NIMH). The project was carried out at Parsons State Hospital and Training School. Several correlative projects were also undertaken with support from NIMH and the California State Department of Mental Hygiene, with assistance from UCLA.

When the initial project was completed, states—beginning with Minnesota in 1971—began to introduce the assessment manual into public school districts. When the Education For All Handicapped Children Act (P.L. 94-142) was passed in 1975, requiring that children with learning problems receive comprehensive assessment, the ABS permitted school personnel to develop special programs to meet needs revealed during the assessment. For the first time, it was possible to assess learning difficulties according to a combination of skills analysis, including verbal, behavioral, motor, medical and psychological evaluations, with regular follow-up case reviews.

Also in 1975, Dr. Kazua Nihira, a member of the original research team, received a grant from the Ohio Department of Mental Health and Mental Retardation to produce an annotated bibliography entitled *AAMD Adaptive Behavior Scale: Related Information and Research Since 1967*.

In 1976-77, the AAMD worked cooperatively with the State of Florida to develop the Florida Adaptive Behavior Assessment Project, and later the scale was used as the basis for a research project which involved studies of hospitals and community facilities for the mentally retarded in California, Colorado, Montana, Nevada and Virginia.

The scale is now used in a variety of professional settings in this country, and it has been translated into Japanese, Arabic, Flemish and Spanish. Editions of the assessment manual will also be published in Greek, Hebrew and French.

Publisher's Test Service, a subsidiary of CTB-McGraw Hill, Inc., now markets the manual, although the AAMD retains the copyright. Part of the new marketing program includes the development of a *Parent's Guide to the Adaptive Behavior Scale-Public School Version*.

In 1977, the definition of adaptive behavior was refined as "the effectiveness or degree with which the individual meets the standards of personal independence and social responsibility expected for his or her age and cultural group." This definition has been adopted by the U.S. Department of Health and Human Services and is used by many state agencies in meeting the guidelines of P.L. 94-142.

The Adaptive Behavior Scale, now used in many environments where people with mental retardation live, learn and works is a story of continuing growth in possibilities and opportunities for mentally retarded persons. ■

*Albert Berkowitz, Ed. D., is executive director of the American Association on Mental Deficiency, 5101 Wisconsin Ave., N.W., Washington, D.C 20016.*

# Calendar

**April**

1-2 American Association of Homes for the Aging, Washington, D.C. (202) 296-5960.

6-10 National Association of Black Social Workers, national conference, Chicago, Ill. (202) 659-0906.

13-16 American Public Welfare Association, Southwest regional conference, Tulsa, Okla. (202) 296-7750.

14-17 Association for Childhood Education International, Atlanta, Ga. (202) 363-6963.

15-18 National Head Start Association, Detroit, Mich. (219) 234-2510.

19-22 National Indian Health Board Inc., Tucson, Ariz. (303) 752-0931.

19-22 American Public Welfare Association, New Orleans, La. (202) 293-7550.

25-28 National Conference on Social Welfare, 109th annual forum, Boston, Mass. (202) 785-0817.

18-21 National Association of Social Workers: "Social Workers in Politics," Washington, D.C. (202) 659-0906.

**May**

2-5 Association of Junior Leagues: "Dollars and Decisions: Opportunities for the Voluntary Sector," San Francisco, Calif. (212) 355-4380.

5-7 United Neighborhood Centers of America: "3 R's, Retrenchment, Redirection and Resurgence," national conference, San Diego, Calif. (212) 679-6110.

6-7 Ninth National Institute on Minority Aging, San Diego State University Center on Aging, San Diego, Calif. (714) 265-6765.

19-22 American Association of Retired Persons, Washington, D.C. (202) 872-4870.

19-22 11th Annual Child Abuse and Neglect Symposium, Keystone, Colo. (303) 321-3963.

23-26 American Red Cross, national conference, St. Louis Mo. (202) 737-8300.

31-June 4 Southern Gerontological Society, Atlanta, Ga. (404) 588-9273.

31-June 4 American Association on Mental Deficiency: "A Time for Creativity in Education, Training, and Services," 106th annual meet., Boston, Mass. (202) 686-5400.

**June**

3-5 National Conference on Alternative Family Dispute Resolution, Washington, D.C. (202) 331-2250.

6-9 National Association of Parents and Teachers, national convention, Nashville, Tenn. (312) 787-0977.

19 Day Care Council of America, 14th annual meeting and conference, Washington, D.C. (202) 638-2316.

21 Goodwill Industries of America, delegate assembly, Colorado Springs, Colo. (301) 530-6500.

22-26 Biennial International Convention, Alexander Graham Bell Association for the Deaf, Toronto, Canada. (202) 337-5220.

**July**

12-15 Future Homemakers of America, Atlanta, Ga. (202) 833-1925.

27-Aug. 1 Registry of Interpreters for the Deaf, national meeting, Hartford, Conn. (203) 566-7414.

# Letters

## Kudos

With all the concern about cutbacks on social service programs and on how dollars are spent, I want to publicly acknowledge Raul De Los Santos, executive director of the Houston Area on Aging, for providing excellent programs, appropriate resources and caring assistance to organizations who deal primarily with senior populations.

I represent the Houston Area Parkinsonism Society, which tries to provide programs for thousands of individuals and their families coping with the chronic, neurological problems of Parkinsonism. Support has been difficult to find.

I came from New England where elderly programs often did not reach the people, and it was refreshing to come to Houston and meet Mr. De Los Santos. He took interest in the Parkinsonism Society and introduced us to a well-organized system of programs, services and, eventually, federal funding. Soon HAPS was coordinated with other local resources, avoiding duplication of services and confusion for aged clients. Houston's Area on Aging is a functionally coordinated and tightly organized, autonomous unit. Mr. De Los Santos and his fine staff provide sensitive leadership and give Houston a highly visible, cost effective and respectable service that works!

**Barbara Anne Sunderland**
*Executive Director*
*Houston Area Parkinsonism Society*
*Houston, TX*

## Group Homes and The Community

I was particularly interested in the article, "Group Home Doubts Not Confirmed" *(Human Development News,* Jan. 1982). It seems to me that the repeated comments we hear about group homes not being accepted by local communities because their presence will bring lowered real estate values, increased crime and undesirable people are a result of the perception people have of the sponsoring agencies of group homes.

It seems that these people are really saying, "I don't know what is going to happen and because I don't know I am automatically against it."

There are some kinds of latent feelings and tendencies which, when ignited by others, tend to make people in a group cohesive. In this case, they begin to fight the proposed location of a group home. I really don't think it is because of fear and concern about the neighborhood. I think it is because they don't perceive the sponsoring agency as being able to control the situation to a point that they would be satisfied to live near the home. What makes me think that is the fact that almost all the group homes which were first opposed by neighbors and which have become successful now have the support of the neighbors. Those neighbors learned that the community agency sponsoring the group home *was* responsible. A major failure on the part of community organizations throughout the nation may lie in the fact that we have not conducted enough public awareness campaigns and fostered the educational processes necessary to help the general population understand the appropriateness of the handicapped people living in our communities.

Fortunately, here in Vincennes, we have never had any community opposition to our four group homes and several apartment projects. There has been acceptance and even promotion on the part of the community with respect to the establishment of the residential program. In fact, we have had several people who have apartments for rent in the community call us and request handicapped people as tenants when they learn that they are being counseled and assisted by the Knox County Association for Retarded Citizens (KCARC). If local community organizations take a leadership role and demonstrate to the general public that they are fully responsible and capable of managing a system of programs, the community will support what the agency is trying to do.

It also seems to me that all the reasons enumerated for the failure of group homes are really nothing more than a listing of what people believed prior to the period when the group home was established, and that these beliefs really reflect a lack of information. I think we should be honest with ourselves and recognize what we as community organizations have failed to do in regard to public education efforts and go about the business of winning the respect of our local communities — and so reap the rewards of community support.

**Michael R. Carney**
*Executive Director*
*Knox County Association for Retarded Citizens*
*Vincennes, Ind.*

## Family Networking

Last month the Children's Home Society of Washington, Auburn, began a new project involving networking intervention with abusive families who perceive themselves to be in crisis.

Families are being referred by Children's Protective Services to the networking team, which will meet with the family for an initial screeing and planning session. Following this session, the family will call a series of meetings with friends, relatives, neighbors and professional service providers. This network will then be helped to plan and initiate ways to help the central family.

We would be interested in hearing from readers of *Human Development News* who have been involved in work of this nature, particularly with abusive families, or who have information that would be relevant to our efforts. ■

**Cathy Stanley**
*Children's Home Society of Washington*
*P.O. Box 545*
*Auburn, WA 98002*
*(206)854-0700*

## Miles To Remember

I look forward to reading *Human Development News* to keep up-to-date on what is happening in the field.

As a certified Track and Field Official, however, I noticed one error in the article, "Wheelchair Athletes Break Five-Minute Mile" (Jan. 1982). The first sub-four-minute mile was not the "Miracle Mile" at the Empire Games in 1954, which pitted Bannister against Landy. Rather, it was done by Bannister at Oxford's Iffley Road Stadium some time before that. ■

**Timothy Baker, Ph.D.**
*Director, Income Maintenance Research and Evaluation*
*Pennsylvania Department of Public Welfare*
*Harrisburg, Pa.*

# Sources & Resources

USING VOLUNTEERS. *Funding Volunteer Services—Potential Sources of Dollars to Expand Agency Programs* (Dept. for Volunteer Program Services, Federation of Protestant Welfare Agencies, 281 Park Ave. So., New York, NY 10010, 24 pp., $3.50), the proceedings of a forum sponsored by the Federation of Protestant Welfare Agencies, examines trends in financing volunteer services by panelists representing a business corporation, a social service agency, a foundation and a volunteer organization. The effective use of volunteers by social service agencies cannot only strengthen agency services but also lead to additional sources of funding, the panelists concluded.

RESPITE CARE. *For This Respite, Much Thanks* (United Cerebral Palsy Associations, 66 E. 34th St., New York, NY 10016, 144 pp., $3.00) describes a variety of respite care programs in rural and urban settings that are helping families to care for a disabled member at home. The manual is the result of a 2-year project, conducted by UCPA and the Special Education Development Center of the City University of New York, that examined four effective community programs and surveyed 15 others for successful approaches in starting and operating respite care programs. The project was funded by the Administration on Development Disabilities.

THE $120,000 CHILD. *USDA Estimates of the Cost of Raising a Child: A Guide to Their Use and Interpretation* (Office of Governmental and Public Affairs, U.S. Department of Agriculture, Washington, D.C. 20250, 57 pp., single copies free) contains estimated costs of raising a child from birth to age 18 for families living in urban and rural nonfarm areas and on farms, and by levels of expenditure consistent with USDA food plans. According to the estimates, given in constant June 1980 dollars, the cost could be as high as $120,500 (raising a farm child at a liberal level of expenditure)—or as low as $29,700 (for a rural nonfarm child at an economy level). USDA economist Carolyn S. Edwards, who prepared the report, notes that the estimates are used in a variety of legal, social welfare, educational and research situations—for example, in establishing foster care payments and setting support payments for children in divorce cases.

AFFIRMATIVE ACTION. The city of New Haven, CT, with a grant from the Rehabilitation Services Administration, has published a "how to" manual for municipal governments on affirmative action for the disabled. Under the grant, a consortium researched programs and activities that local governments, business organizations and private rehabilitation agencies could undertake to ease the entry of handicapped individuals into the job market. Copies of the study are available for $2.50 each from Ismael R. Chavez, Director of Handicapped Services, 1 State St., New Haven, CT 06511. (Checks should be made payable to Vocational Rehabilitation Grant—City of New Haven).


**hds**
human development services

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BULK RATE

# Human Development News

U.S. Department of Health and Human Services • Office of Human Development Services • Office of Public Affairs

May 1982

*In Denver, the CPP grant will be used this fall for Adolescent Health Fairs, patterned after the "9 Health Fair" sponsored by Channel 9, KBTV. Photo courtesy of KBTV, Denver.*

## Gannett Foundation Boosts Social Services

by Carolyn Reece

Through a $1 million grant program of the Gannett Foundation, social service organizations in 20 communities are receiving support to help meet a variety of local needs, from extending day care options to expanding health resources for children and the elderly.

Recipients of the award, which range from a minimum of $25,000 to a maximum of $150,000, are non-profit organizations or governmental units in cities in 14 states and the Virgin Islands served by the Gannett Co., Inc., a nationwide communications firm. The grants were awarded under the foundation's Community Priorities Program (CPP) launched last year.

Local CPP teams — staff members and the chief executive officer of Gannett-owned subsidiaries — first identified problems and needs by consulting with community leaders and by interviewing and polling residents. The teams assigned priorities in terms of the local urgency and the foundation's ability to help solve them within the CPP grant limits.

Community organizations then were asked to submit proposals on how the grant

(Continued on page 2)

### In This Issue

*Human Development News* highlights Older Americans Month:

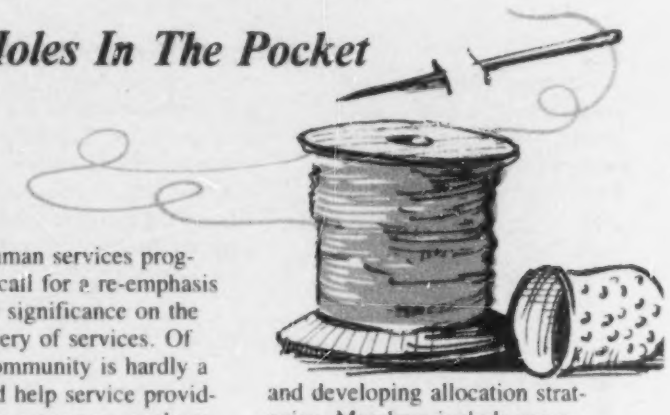
• Older Americans—Still At Work (page 6)

• Foster Grandparents:
An Interview With Nancy Reagan (page 3)

• Grand-Orphans? Connecting The Generations (page 4)

## A Revolutionary Evolution:

### *How To Sew Up The Holes In The Pocket*



by Edward A. Nebb

The reduction of federal funding of human services programs, along with President Reagan's call for a re-emphasis of national voluntarism, places a new significance on the participation of the private sector in the delivery of services. Of course, the relationship of corporation and community is hardly a novelty. It has long existed in the form of corporate foundations and contributions programs, as well as the United Way concept. But formal and informal private programs must undergo an evolution, if they are to continue to serve the needs of their communities.

A mature, productive relationship between the private and public sectors should have the capacity to provide human services agencies with rational, consistent and impartial support programs. Corporate support cannot ever replace the government assistance to which service agencies have become accustomed. But business can and should help service providers allocate resources, evaluate opreations and make management decisions more effectively. I like to think that if companies can't put a dollar into the pocket of every agency that loses a dollar to budget cuts, then at least we can help sew up the holes in the pocket.

In Esssex County, N.J. a consortium of businesses, foundations and units of government has started to do just that. Known as the Essex Partnership, the group was founded for the purposes of analyzing the needs of non-profit organizations, reviewing available public and private resources and developing allocation strategies. Members include representatives of the Essex County Department of Citizen Services, the New Jersey Department of Human Services, United Way of Essex and West Hudson counties, Newark Coalition for Neighborhoods, Victoria Foundation, Greater Essex Community Foundation and my own savings and loan association — Carteret Savings. Once we have progressed beyond the developmental stage, the Essex Partnersh p will include many other human services support institutions.

The Essex Partnership

(Continued on back page)

## Maryland Opts For Private Day Care Centers

By next September, the state of Maryland will have transferred all 26 of its publicly operated day care centers to a private purchase-of-care system. The move should save the state about $1.6 million, says Frank Sullivan of their Office for Child Development, and not one child will be dropped from the system.

In the face of reduced funding, the Maryland General Assembly decided to close all state centers. But it also set in motion a process of painstaking study and evaluation by state and local officials — with the cooperation of advocates and providers across the state — to guarantee that no children would lose care as a result of the closings and transfers.

"We had to have alternative care before we could even talk about closing a center," Sullivan explained.

To find those alternatives, local task forces were formed of 15 to 20 members of the day care community and elected officials. Each task force evaluated the state center in its locality and the available community alternatives. They then made their recommendations about how to accomplish the transfer in that area.

Throughout the state, personnel played a big role in differences between private and public child care costs:

- Salaries paid to directors of state-operated centers ranged from $15,591 to $22,054, depending on their levels. Private

(Continued on page 4)

HE 23.10:

# HOW DID THIS COMPUTER GET INTO THE BEDROOM?

by Sue Swezey

*Ed. note: This story, with some editorial changes made by Ms. Swezey, is reprinted with permission from* The Directive Teacher, *NCEMMH, Ohio State University. Copyright 1982, Faculty for Exceptional Children.*

If someone had said we would be buying a $2500 toy for our handicapped son, we would have said he was crazy. Especially if the toy was a computer. Autistic youngsters, after all, are sometimes known to possess an uncanny manual dexterity by which mechanical devices can be painstakingly disassembled but never, never put back together. We have remnants of dismantled record players, vacuum cleaners, and Volkswagens to attest to John's skills.

Nevertheless, the computer has made its way into our bedroom; our self-same son is happily playing with it. What happened? John's story may not be typical, but it may suggest potential uses of the microcomputer for students with severe learning disorders—an untapped and exciting field.

It started innocently enough. A microcomputer, manufactured by the Apple Computer Company, was donated to John's school. No one was sure exactly what to do with it. There really wasn't a good place to keep it, so in a rash moment, we offered to house the computer temporarily in our only available space—the master bedroom.

Technology has revolutionized our lives. First, a home computer is just uncommon enough to attract a colorful assortment of people who wanted to experiment with it. Teachers came and brought their friends; computer addicts materialized from nowhere and made themselves at home. A visitor would plant himself early in the morning and not emerge until late afternoon, glassy-eyed but triumphant at having slowed down a game of "Breakout" enough to win consistently. The computer became the sensation of our daughters's seventh-grade overnights (difficult enough to sleep through without having the entertainment in the bedroom). Which brings up an important point: the computer can be a socializing device for a handicapped child or for anyone else, at least until the novelty wears off.

In the commotion we suddenly realized that John, our autistic son who was then 16, had somehow begun to use the computer by himself. We were all novices: I had written out step-by-step instructions from the Apple II manual to remind myself how to load a program, and John (who reads at about a third-grade level) was painstakingly following my directions on his own.

All we had were demo tapes, which on the Apple were definitely not written by anyone who understands teaching. John could only go do a few of the pre-supplied programs with help, but he gradually became enthusiastic about two particular functions. He used the keyboard as a typewriter and enjoyed watching his "stories" appear on the TV screen.

It is hard enough for John to hold a pencil and harder yet for him to speak; with the keyboard (which has a lighter touch than an electric typewriter), he could express himself at a greater length than verbally or on paper. The *quality* of his communication did not improve, but the quantity certainly did. It seemed there was a lot he had wanted to say but could never find a means of getting it out.

His other interest was drawing. There is a demo program for the Apple II much like an Etch-A-Sketch, with two dials to make vertical, horizontal or erratic diagonal lines; the computer generated a musical tone for each position on the screen. The beeping of the computer soon became a familiar sound and, I thought, perhaps, a distracting one. After I had spent hours taxing my beginning skills to remove the tone. John demanded that I return it!

John had often attempted to draw blueprints of floorplans on his own, with wobbly lines producing astonishing architectural concepts. As I read the advertisements for more sophisticated (and expensive) drawing devices which could be used with the Apple, I wonder if it might not eventually become a vocational tool to compensate for his poor fine-motor coordination.

At that tantalizing point, a teacher wanted to try the computer at her house (after all, it wasn't ours), and at the same time we realized that John had become addicted to it. In three months he had learned to structure his time to "earn" the computer and had spent hours engrossed with it. Not a single thing had been broken, and his enthusiasm seemed to be increasing.

The question was: could we afford to deprive him of something that had already helped him so much and showed promise of helping him even more?

The answer was no!. And that's how we came to invest in a computer, a disk drive and a new TV.

And we think it was worth every penny. ■

*Ms. Swezey is the editor of* The Catalyst, *a newsletter which is sent to all state and local human service agencies in California.*

## GANNETT

(Continued from page 1)

funds could be used to produce immediate assistance in solving priority problems.

The 21 projects selected by the foundation's trustees focus on job training, youth unemployment and juvenile delinquency; day care; health care; community development; neighborhood improvement; adult illiteracy; law enforcement; and training community leaders. The foundation grants help communities bring together public, private and voluntary efforts to solve problems and, in most cases, supplement other resources.

In Sioux Falls, SD, for example, where the plight of "latch key" children was identified as a major problem, the CPP grant of $40,000 enables four community agencies — the Boys Club, Girls Club, YMCA and YWCA — to expand existing after-school enrichment and recreation programs. Lack of money for transportation and staff had limited the number of children served to 60 a day. With CPP funds for more vans and buses and additional staff members, however, the agencies expect to serve about 500 children per day from 20 schools in the community.

"Crime and youth delinquency" posed the primary challenges in metropolitan Phoenix, where 12 agencies share a $150,000 CPP grant. The overall project involves the efforts of citizen volunteers, youth-serving organizations, law enforcement agencies, an alternative education center, the Youth Service Bureau and the National Alliance of Business.

Many of the CPP awards supplement other grants made by the foundation to more than 100 communities served by Gannett newspapers, broadcast stations, outdoor advertising companies and other interests. The Gannett Foundation — one of the 25 largest private foundations in the country — annually awards local grants averaging $4,600 for the advancement of journalism and to assist a variety of human needs and services.

The 1982 Community Priorities Program, also budgeted at $1 million, will follow approximately the same process. Only organizations located in communities served by Gannet subsidiaries (listed in local telephone directories) are eligible to apply, and written proposals must be submitted by July 1 to the local chief executives of those subsidiaries. Grants will be awarded in December.

A limited number of copies of a brochure describing the CPP program and listing Gannet subsidiaries is available free upon request by writing to the Gannett Foundation, Lincoln Tower, Rochester, NY 14604. ■

# FOSTER GRANDPARENTS:

## *An Interview With Nancy Reagan*

by Fred Krause

*(EDITOR'S NOTE: The January issue of* HD News *carried an item about the involvement of Foster Grandparents with Head Start youngsters in an experimental program. Fred Krause, executive director of the President's Committee on Mental Retardation, sees this as a logical extension of the Foster Grandparent Program that, 99 percent of the time, finds older persons serving needs of the mentally retarded. Krause asked the nation's foremost supporter of FGP, First Lady Nancy Reagan, about her interest and her perceptions of FGP's role. FGP is administered by ACTION, a Federal volunteer service agency.)*

White House photo by Mary Anne Fackelman.

Foster Grandparents will, as a program, turn 17 this year — demonstrating how good an idea it was to bring together participants at both ends of the age spectrum — older Americans and children with special needs.

Mrs. Nancy Reagan's interest began while the President was governor of California. In 1965, two years before Reagan became governor, 21 FGP projects opened their doors and 1,200 volunteers responded. Today there are more than 200 projects involving 17,000 of the elderly and 42,500 children. More than 100 of the original volunteers continue to serve.

***Q — What occurred to prompt your involvement?***

*A* — My father is a surgeon, so I have been visiting hospitals all my life. I visited the Pacific State Hospital [now called the Frank Lanterman Hospital in honor of a former California legislator] and saw Foster Grandparents in action for the first time. I was very impressed, as this was the first time I had seen a program which helps both the elderly and the young.

***Q — The Foster Grandparent Program has been a great success in California and other states. Your interest has surely helped the country to understand and to know the program. How do you envision a state-by-state Foster Grandparent Program's development?***

*A* — I surely hope my interest in the program has helped. When I first saw it, it was only in the one hospital in California. We got it expanded to all the state hospitals and I began to talk about it wherever I went. I think we were helpful in getting it picked up by ACTION, thereby giving it a little extra funding.

***Q — Which of its features most interests you?***

*A* — The best part is that each group gives to the other what the other needs. I think we tend to forget about the elderly in this country and what they can and want to contribute. They are at a time in their lives where their children are grown and gone. They feel lonely, unneeded and unwanted — and they have so much love to give. On the other side, there are children who need an extra amount of love and attention — more than any hospital can give. So it's a wonderful blend of two groups whose needs are being fulfilled.

***Q — Do you envision any future changes that would provide for more senior citizens' participation?***

*A* — I hope private funds will help expand Foster Grandparents. Recently I taped a television public service announcement encouraging private investment. I have also appeared on a syndicated talk show to explain in detail how the program works.

***Q — In your opinion, how could volunteers pursue their interest in serving a mentally retarded child or adult?***

*A* — I strongly urge those interested to contact ACTION. Within the next few years we hope to see the private sector shoulder more responsibility for special programs involving the mentally retarded and senior citizens. There are so many things to be done, and volunteer service makes your life much fuller and richer. This is what made our country and our people great and strong -- not turning to government to do everything. Someone once said, "Life begins when you begin to serve," and I believe that with all my heart.

***Q — How can we best inform and encourage the general public to become active in the program, and enhance the public's acceptance of mentally retarded individuals?***

*A* — I plan to continue visiting programs for the mentally retarded and hope to encourage senior citizens to actively participate in the Foster Grandparent Program. It will give new meaning to their lives and a reason and purpose for getting up in the morning. There is nothing more rewarding than the love of a child.

*(The President's Committee on Mental Retardation was established in 1966 and includes 21 citizen members appointed by the President. The committee acts in an advisory capacity to the President and the Secretary of Health and Human Services on matters relating to programs and services for persons who are mentally retarded. The committee is responsible for evaluating the adequacy of current practices in programs for the retarded, and reviewing legislative proposals that affect them. It also coordinates Federal agency activities in mental retardation, conducts studies of existing programs, highlights the need for changes, and promotes research. Committee functions are accomplished through task groups comprised of committee members and designated consultants approved by HHS.)* ■

## Volunteers

**American volunteers contribute $64.5 billion in time, according to a 1981 Gallup Poll Survey commissioned by Independent Sector, a Washington, D.C.-based national coalition of voluntary organizations, corporations and foundations.**

**The survey revealed that 52 percent of adults and an almost equal proportion of teenagers volunteered both formally and informally during the previous year. The dollar estimates, however, are based only on the 47 percent who engaged in formal volunteer activities — advocacy, direct service and fundraising, for example.**

**Among other findings, the survey showed that 76 million adults contributed an estimated total of 7.8 billion hours, for a dollar value of $62.2 billion. Adults averaged 102 volunteer hours each, with the majority of time (5.1 billion hours) being donated by those with a college education. In addition, 7.7 million teenagers (aged 14-17) gave the equivalent of $2.2 billion, a figure based on the minimum wage.**

**Independent Sector notes that such contributions are 50 percent higher than the amount individuals contribute in actual dollars to the causes of their choice.**

# Grand-Orphans?

Are we rearing a nation of grand-orphans?

Dr. Arthur Kornhaber thinks so. He and his wife, Carol, have completed a study of 300 grandchildren and 300 grandparents (some, but not all, related to the children studied) which, he says, "taught us that, whether or not we acknowledge it, we are all connected to a grandparent somewhere."

That word "somewhere" is important. Only 15 of the 300 children and grandparents had regular contact with each other. The largest number of them lived far away and could only establish intermittent contact. The remainder of both groups had little or no contact. Both children and grandparents of the latter group demonstrated loneliness, and even bitterness, as they discussed the lack of what Kornhaber calls "The Vital Connection" between generations.

Kornhaber sees grandparents as they were many years ago. They were the foundation of the family. They counselled their children. They served as a buffer and uncritical source of affection for their grandchildren. But mostly, they were *there*.

Society has changed all that. The mobility of the children of the 1940s and 50s is now matched by the mobility of their parents. Grandma and grandpa too frequently have retired to a better climate and to a life that is less demanding. For most, they feel they have raised their children and fulfilled their duty. Snapshots and an occasional visit to the grandchildren have taken the place of the honored position as family elders.

The interviews with children make a strong — even poignant — case for the need of grandparents. Children whose grandparents are in the neighborhood express themselves in terms that are unmistakable:

"Grandfather is so funny . . . I feel good when he's there and the family is all together. Grandmother's easy to talk to. She has time for me, that's important. She'll tell me about problems that she had with my mother and then I can understand my mother a little better. I really know my grandparents well because we did so much together."

And what of the children and grandparents who can't see each other every day or every week?

Kornhaber suggests writing letters to each individual grandchild. He recommends trips to see them — even if it means staying in a hotel. Home-made presents, phone calls, tape cassettes and treasures that belonged to someone else in the family help strengthen the bond.

But what if all or most of that isn't possible?

"Children are to be found everywhere," Kornhaber says. "They are in hospitals and orphanages and — if one looks around — homes which house children yearning for a grandparental figure. There are millions of American children who have no grandparents anywhere at all. Millions of older Americans have no grandchildren — those who never married, the childless, the grandparent who has lost contact with his own children and grandchildren. Together, these millions of young and old represent the most isolated members of generations apart. A few determined children go out and find surrogates. Almost any older person can do the same. Vital connections are based on biology, but they need not be limited to kin. Time, place, and undivided attention given by an older person can foster a close and enduring attachment with any child." (From *Grandparents -Grandchildren: The Vital Connection* by Kornhaber and Woodward; Doubleday, $12.95.)

In a recent interview, Kornhaber said his studies have resulted in the establishment of the "Foundation for Grandparenting." Dr. Karl Menninger and Mary Martin are among the board members.

Kornhaber also is working with Dr. Menninger's group homes for children — "The Villages" in Topeka, KS. There, children with emotional or social problems meet on a regular basis with surrogate, or foster, grandparents to help supply what Kornhaber in his book refers to as the "wisdom, love and wizardry" of grandparents.

He is also in the process of advising day care centers and schools on the value and use of the elderly in a situation where they can be with children on a day-to-day basis.

It should be noted that he and his wife completed their study without any federal funding.

"It took longer, I suppose," Kornhaber said. "But we did it about two or three months of every year for more than seven years. That way, I could maintain my practice as a clinician and director of a pediatric neuropsychiatric group. It also freed me from a lot of paperwork. We did the work without the red tape."

*This spring Dr. Kornhaber took part in first Commissioner's Forum sponsored by the Administration on Aging.* ■

*Patty knows her grandmother is old and hobbles, but that is inconsequential to her. To Patty, "She can't walk too well," but "I like to snuggle into her and smell her . . . And she is the best back-rubber in the world." (From "Grandparents-Grandchildren: The Vital Connection")*

*Myra's family holiday shows her grandparents as large figures, creating a festive mood while nurturing the family. (From "Grandparents-Grandchildren: The Vital Connection")*

## MARYLAND

(Continued from page 1)

directors made between $3,900 and $19,557 — an average of $12,129 a year.

- Teacher salaries ranged from $9,625 to $16,395 in the state centers. There were four levels of teachers. Private teachers made between $3,100 and $14,682 — an average of $8,540 a year.

- Few private centers had a social worker on staff; 82.5 percent of state-operated centers did. Private on-staff social workers averaged $7,268 a year, compared to a range of $12,516 to $20,473 for those on a state-operated center's staff.

- Most private centers didn't use clerical workers, compared to 77.8 percent of state centers that did. Those private centers that did hire clerical workers did so only on a part-time basis. State-operated centers used them full-time.

- All state-operated centers had a food-service staff; 68.5 percent of private centers outside the Baltimore City area didn't have cooks.

- Private centers have a lot of dual-function positions: directors would teach, teachers would double as cooks, cooks would double as teacher aides. State-operated centers required their staffs to perform only one task each.

- Each state center had a "floating aide" who would substitute for absent teachers. Private centers relied on "on-call" substitutes.

- State-operated centers also had employee pension and hospitalization plans; only 10.2 percent of private centers had pension plans, and fewer than half offered hospitalization insurance. Only 10.2 percent of private centers had to contribute to Social Security; about 40.7 percent of private centers don't have to pay unemployment insurance because they are church-related.

During the transition of public programs to private, staff ratios in the state-operated centers were reduced to save more money. These centers had been required to use day care standards proposed by the federal government; but, with the implementation of the federal standards suspended (and later rescinded), state officials decided to use licensing standards set by the state's Department of Health and Mental Hygiene. An SSA staffing pattern survey conducted among private centers showed that "slightly more than three-fifths (61 percent) of the private centers observed are using suspended federal staff/child ratio and group size standards," even though the state hadn't been requiring these standards for purchase-of-care since July 1, 1980. Also, by eliminating requirements for federal standards, SSA was able to save $750,000 in personnel costs (60 positions) statewide by last August 31, according to a report to the General Assembly.

The transfer has begun a new era of relationships among the state, private providers and parents. Reimbursement rates have been raised from $5.50 to $5.85 for family day care and from $8.80 to $9.25 for group care. And there's more emphasis on parent monitoring of care. "Everyone has begun to realize that parents are probably the best judges of quality," says Sullivan. "We're talking about consumer education at this point."

The state has contracted with the Maryland Committee for Children to run a statewide information and referral program starting July 1.

The state's report on the takeover, including task force studies, cost analyses and requests for proposals for private programs, are available from Frank Sullivan, Director, Office for Child Development, Social Services Administration, Dept. of Public Welfare, 300 W. Preston St., Baltimore, MD 21201 (301) 669-8883. ■

*This article was based on two stories appearing in* Day Care USA, *a publication of Day Care Information Service, United Publishing Co., 1406 Fenwick Lane, Silver Spring, MD 20910.*

# Rx For A Long Hot Summer

The real heat of summer hasn't hit yet, but Dr. Barbara L. Drinkwater has a message for people of all ages, but especially for athletes — amateur or professional — lunch-time joggers, tennis players and pre-teen competitors.

Drinkwater is a research physiologist at the Institute of Environmental Stress, University of California, Santa Barbara and a Fellow of the American College of Sports Medicine. She has done extensive studies on the effects of heat on just about everybody from marathon runners to out-of-shape adults and young girls.

"I think the increased emphasis on physical fitness is great," she said, "but I also think we've got to get the word out that heat stress can be deadly. Prevention of heat related illness becomes even more important as we see whole families engaged in active sports, such as tennis. The baseball season for young boys and men runs through some of the summer's hottest months and football practice for junior and senior high school students seems to start earlier every year."

Heat-related illness has some symptoms that are easily recognizable: headache, nausea, cramps or exhaustion. Less visible, but easy for most people to learn to detect, is rapid heart beat, little or no sweating and other physiological or metabolic indicators.

"We've always known that infants and old persons are at risk during the hot months," Drinkwater said. "What isn't well enough known, in my opinion, is that everyone, even conditioned athletes, is at some risk in temperatures that exceed 90 to 95 degrees."

One of her studies which matched pre-teen girls with adult women showed that the young girls were at greater risk, even though both groups were in good physical condition.

A related study showed that boys of the same age tolerated heat better than girls. Under stress, the girls had a higher heart rate than the boys.

Additional research with marathon runners and women over the age of 50 indicated the predictable conclusion that the latter group could tolerate less activity in heat. But the surprising thing was the variance among the group of marathon runners.

"There seems to be no question that persons in very good physical condition — such as the marathon runners — suffer less from heat stress than the general population. But as a rule, they are also well aware of symptoms related to heat exhaustion."

She is especially concerned about the noon-time runners and the executives — usually males — who exercise to "work up a good sweat" and/or lose weight.

"Sweating is an important aspect of exercise. For one thing, it's an indicator that the cardiovascular system is responding to the stress imposed. Sweat also acts to help remove the heat which is being picked up by the body.

"But it's very important to understand that body heat can be dissipated by sweating *only* if the air outside the body is cooler than what we call the 'core temperature' of the body itself."

She added that persons who sweat very little or not at all under exertion should exercise great caution in hot weather — whatever their age or condition.

The executive who combines a rubber suit with jogging clothes to help with weight reduction could be doing himself in.

"Rubber suits can be a death trap when it's hot outside," she said.

She also warned against excessive salt or the use of salt tablets.

"We don't need extra salt to replenish that which is lost during exercise."

What do we need?

"Common sense and lots of water," she replied.

She also outlined two courses of action for everyone — from the very young to the elderly. The first is *avoidance*. The second is *acclimatization*.

"It's very hard to restrain children from physical activity," she said. Instead, she suggested gradually increased activity over a period of two to three weeks. Even then, persons responsible for the children should watch for signs of heat fatigue or stress.

"Athletic coaches for older youngsters should use the same principles. Two or three weeks of light workouts. Light, loose clothing. Save the full uniform for cooler weather. And always have lots of water available," she said.

The noon-time athletes might consider running in air-conditioned places or convert to brisk walking on hot days. She considers the combination of relatively high heat and humidity a very dangerous one. Her recommendation is that during those times, the runner, jogger or walker exercise in the very early morning or the cooler evening hours.

She gave the same advice for active older persons.

"And it's always a good idea for people with older relatives to check up on them during periods of high temperatures. Persons known to have cardiovascular or respiratory problems are at high risk in hot weather," she said.

She added that since elderly people on fixed incomes are frequently reluctant to turn on air conditioners or fans, relatives should try to convince them to spend at least the hottest part of the day at a senior center that is air-conditioned — even making arrangements for their transportation, if necessary.

"What it all boils down to," Drinkwater said, "is the necessity for increased awareness that hyperthermia (not to be confused with hypothermia, or cold-related illness) is serious and can be life threatening. No age group is exempt. And our best defenses are caution and common sense." ■

# Help For Parents In Distress

**For four years, Tom Justice was director** of a private school in California that was among the first in the country to "mainstream" handicapped children.

He left it in 1976 to head up the project "Forward By Design," funded by the University of California and the U.S. Department of Education.

"Our main goal then was to try and find ways to improve services to handicapped children," he said.

But he soon realized that linking families with services was only part of the problem — and the smaller part.

"As I worked with the children, I realized that behind each of them were one or two very distressed parents. There were parents who were finding it difficult to cope with either short- or long-range problems relating to their child. Others were guilt-ridden. They had the feeling that somehow it was 'their fault.' Still others were frustrated, angry, depressed, hostile or just plain burned out by the system. They were almost floundering in a tangle of questions that had incomplete answers or no answers at all. Their own personal needs and the needs of other members of the family were going unfulfilled," Justice said.

Sandy Gordon, now associate director of the "Forward By Design" project, at one time was one of those parents.

"You can't know, unless it has happened to you, what it means to be called to your son's school because he's 'acting up' in class. When you enter the classroom for the conference, you're already so angry, you're about ready to explode. Of course, the teacher can't know that you've just finished taking Johnny from the pediatrician to the psychiatrist; from one school to another — always looking for a miracle or even just for help in finding an answer."

Justice observed that provision of services alone didn't help with the extreme emotional stress experienced by many parents and shared by other family members. His response to that need was to begin a program of seminars — at first just for parents and later expanded to include all professionals who deal with handicapped children.

"When people are confronted with a child whose functioning is limited in one, two or more areas, most parents develop corresponding crises in other areas of their lives," he said.

Marital stress is the most common problem. One parent — usually the mother — visits the doctors, the social agencies, the school and still tries to give

**(Continued on page 10)**

*Alice Cwidak, 65. Interior trimmer.*

*Robert Turpin, 81. Purchasing agent. "It keeps me young. If I wasn't doing the work I love, I wouldn't stay healthy."*

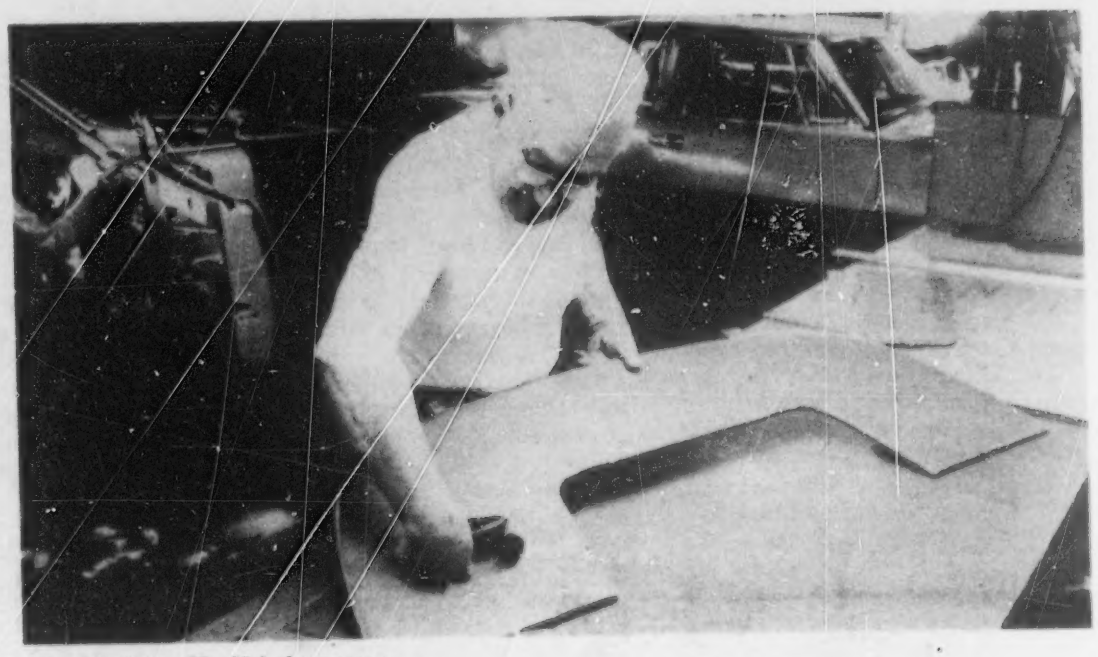
*Mary Ranstead, 64. Makes dashboards, arm rests and interior door panels. "I plan to continue as long as I can. It makes life interesting."*

*Pictures and quotes from the workers shown are courtesy of* Oasis, *a publication of the Social Security Administration.*

# Older Americans -- Still At Work!!

by Jean Glenn

*Maurice Pauwels (Deceased)*



*Russell White, 75. Upholstery man.*

In 1964, when Nate and Arnold Altman bought the tools, parts, dies and all rights to the defunct Studebaker plant's *Avanti* division in South Bend, IN, more than a few people thought they were crazy.

Who was going to be interested in an almost totally hand-made car that would cost between $25,000 and $30,000?

What kind of production could you expect from a plant where the average age of the 25 employees was about 62?

Today, nobody is laughing and *Avanti* Motors sells every car it makes even though it takes three months to finish one vehicle. The length of time is related to quality of work, not the age of the workers.

"Actually, today only about 25 percent of our workers are between the ages of 50 and 82," said *Avanti* President Arnold Altman. "We have never encouraged anyone to retire if he or she wanted to work. In fact, we've never laid off any workers. But as our work force grew to its present number of 118 people, we began to attract younger men and women who liked what we were doing and looked forward to learning from highly skilled older workers how to do a job just exactly right."

As he describes it, it sounds like a re-creation of the medieval Guild system — at today's wage scale, even though the shop is non-union.

"I think this whole operation proves something about age and productivity," Altman said. "From the beginning, we found that older workers were dependable. They don't miss work for any reason, usually, except sickness. They have something to offer and they know we value it. Their experience and the training they're giving our younger workers are the reasons why, in my opinion, the quality of our cars is consistently high."

Altman said he was glad his brother, who died in 1976, lived long enough to see their "crazy" idea become a profit-making reality.

"This whole thing was Nate's idea," Altman said. "He convinced me and together we convinced a bank that had a little faith in us and the idea that older people aren't a useless commodity."

As president, Altman, now 63, continues their original philosophy of employment.

"We give our people a job first," he said. "Then we ask how old they are." ■

## Attitudes Toward Older Workers

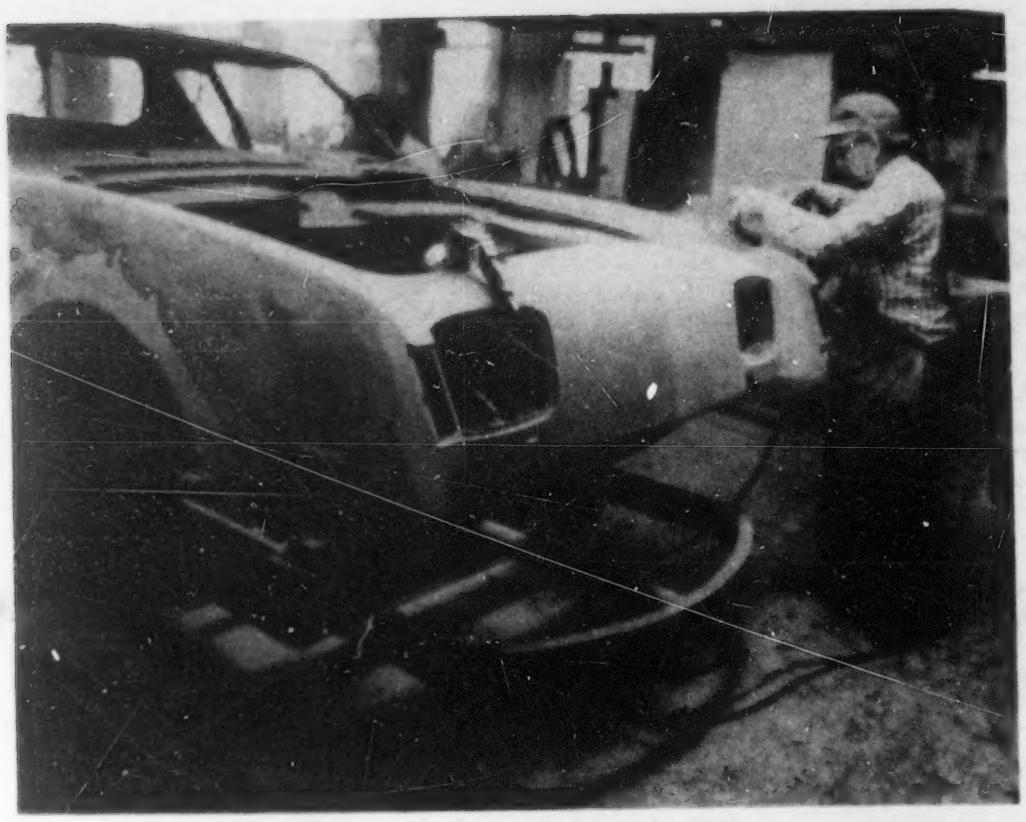
The results of a survey of chief executive officers and personnel directors of the Fortune 1000 Corporations indicate that workers over 65 tend to be more productive, more reliable and generally more satisfied with their jobs than their younger counterparts.

Among other findings of the survey, which was conducted by the Corporate Committee for Retirement Planning:

- 84 percent of personnel directors disagreed with the assertion that older workers were less productive than younger workers.
- 90 percent said that their older workers had better attendance records.
- Older workers suffered fewer job-related injuries.
- Many older workers were found to have an easier time coping with job-related stress.
- At the time of retirement, older workers cited reasons of health less frequently than younger retirees.

*Alice Seymanski, 62. Supervises body assembly shop. Teaching daughter Geri. "I've taught dozens–including Geri. Yes, I'm satisfied. Otherwise I wouldn't be here so many years, would I?"*

*Arnold D. Altman, President*



*Left: Stanley Dybala, 73. He does body work. "Now that my work won't affect my Social Security check, I'm going to continue full time as long as I can." Above: Andrew Batcho, 72. Test drives new cars and works in the service department. "When I retired, I didn't have anything to do. I couldn't just hang around the house all day. Now I come in when I'm needed and love every minute of it. It makes my day."*

*Herb Latzke, 71. "Best door adjuster in the auto industry," says Altman.*

# Why Delay Retirement Past Age 65

According to a University of Southern California gerontologist, people who delay retirement tend to consider work one of the most meaningful parts of life, and they also believe that others think more highly of people who work.

Carolyn Paul, senior staff associate at USC's Ethel Percy Andrus Gerontology Center, based her findings about older persons' work habits and attitudes on analysis of the Retirement History Survey, a 10-year study (1969-1979) conducted by the Social Security Administration.

Paul focused on two questions: Who delays retirement past age 65 — and why — and why do some people return to work after they've retired. Among her findings:

- Married men were very likely to delay retirement past age 65. Those who did were likely to be business managers or professional workers. On the other hand, women who delayed retirement tended to work in clerical or service jobs.
- Never-married persons also had a high rate of employment. Paul had thought initially that never-married persons, without the financial obligations of a family, might take early retirement and enjoy leisure activities. In light of the findings, however, she suggests that never-marrieds may delay retirement "because work serves as a substitute for the family they don't have."
- The employment rate among separated, divorced and widowed persons was lower than had been anticipated — possibly because, at least in the case of women, they may be receiving financial help from a deceased spouse's pension.
- When asked why they delayed retirement, 86 percent said they consider work one of the most meaningful parts of life, and 84 percent said they believe others think more highly of those who work.
- In the sample of 7,974 persons, 241 returned to work after retiring. Only 26 were women.

"The men in the sample who returned to work tended to have adequate pensions," Paul pointed out. "So men may return to work mainly for intrinsic reasons or personal rewards, not because of pure financial necessity." ■

# This Worked For Us

# The Church: Successful Service Provider to the Elderly?

by Sheldon S. Tobin

Many churches and synagogues provide invaluable assistance to the elderly in their communities. Yet, in a study being conducted by the University of Chicago's School of Social Service Administration, researchers noticed that there is often little interaction with social service agencies in the community.

Most religious congregations provide programs and services at the informal level. For example, clergy and lay persons visit the homebound and provide transportation, food or clothing when individual seniors call to request help.

Churches and synagogues can also provide formal social service programs, including senior clubs, housing and congregate meals.

Despite the benefits of these efforts, increased interaction with other community agencies could improve the services offered. Although these groups share a concern for helping the elderly, their orientations are different. At times, there is not only resistance but antipathy to working together.

Social service personnel often believe clergy are untrained in counseling and are introducing moral imperatives inappropriately. Clergy, in turn, may view service personnel as too concerned with paperwork and unable to recognize the importance of spiritual well-being and their elderly clients' connection with church communities.

These kinds of considerations led to the development of a community advocacy approach for facilitating collaboration among churches and social agencies. The project was funded by the Retirement Research Foundation. I am a part of that effort.

Our approach involves interviewing clergy, social service workers and senior citizens, using a social service agency or church as an operating base, or "lead agency." The interviews with clergy and social service personnel sensitize them to the kinds of programs they can develop. They also provide an inventory of services offered and an indication of services needed.

When the needs are identified for a given community, the project's staff reports back to a meeting of clergy and agency personnel. Our goal is that this initial meeting will lead to others that eventually, through the rapport developed and the establishment of common goals, will cause the two groups to plan together and refer people to each other's services.

With each additional community studied, we have gained new insights about the potential and limitations of this approach. Although results may not be seen for some time, the immediate effects have been quite different in two of the communities.

Clergy and social workers of a white working-class suburb of Chicago have held the first of a planned series of joint workshops. Its title was "The Spiritual Needs of the Elderly." In addition, the "lead agency," a local council on aging, has hired a social worker who, because he is a Catholic brother, has the potential to act as a liaison among the area's churches and social agencies.

The council has also reported an increase in the frequency of requests from churches for technical assistance. This assistance, coupled with consultation from our staff, led to the development of three new church-sponsored programs for seniors. Antipathy among clergy and service personnel has apparently been reduced and, even though some resistance remains to working together, collaboration may ensue from the sharing of common concerns.

In a poor, black, inner-city Chicago neighborhood, however, the results have been mixed. Churches, appropriately, are concerned about the "survival" issues (housing, nutrition, unemployment, crime) which affect residents of all ages.

The limited supply of canned goods in the food pantries must be used sparingly and distributed to the most needy, regardless of age. Although community leaders remained reluctant to expend limited funds and time focusing on one age group in the population, collaboration among churches increased as a result of our efforts.

Our approach also reaffirmed the central role of religion in the lives of many elderly, whose involvement with their church and faith has been continuous throughout their lives. But for many of the most impaired elderly, their connections to their churches or synagogues are now tenuous.

For example, a 61-year-old divorced woman with multiple sclerosis lives alone. She would prefer to attend her own church but is only able to obtain transportation to the chapel of a nearby convent.

A second elderly woman, age 75, now confined to a wheelchair in a nursing home, had devoted her energies early in life to training the church choir. She would appreciate more frequent clergy and lay visitors: "It's been a long time since I've seen anybody. Somebody comes every five or six months." About a special worship service for the elderly at her church, she said, "It's too much trouble for them to come and get me."

Comments like these from older persons have led us to work with home health agencies, nursing homes and churches to develop ways of enhancing the spiritual well-being of those elderly with severe impairments.

We have assisted one inner-city church with its "park bench" ministry for elderly SROs (single room occupants) living in transient hotels and are training clergy and lay leaders in establishing programs such as "adopt a nursing home."

These efforts require money that is invariably in short supply. Lay leadership is less available than previously, particularly since more women in their middle years are now working. And the clergy are often already overburdened.

Even in more affluent communities, the church cannot meet all the basic needs of elderly citizens. They cannot solve financial, health and housing problems. But they can provide referrals to other agencies; they can give the kind of support which makes it easier to function and reduces anxiety; and they can develop programs which do not require extensive funding.

In these efforts, social agencies and churches should be natural allies; too often, however, they are not. Through collaboration, we hope, both groups may discover the best ways to spend the scarce time and money that is available. ■

*Sheldon S. Tobin, Ph.D., is Associate Professor, School of Social Service Administration, University of Chicago.*

# A Small Group That Made a Difference

Two years ago, students from Professor H.L. Martin's course on American Indian Studies at Samford University in Birmingham, Alabama, stopped him after class.

"What they wanted to know," Dr. Martin said, "was how could they apply what they had learned. We had talked about such things as budget cuts, the desire of Indians to be self-sufficient and the wish of Indians on and off reservations to preserve their culture and tradition. Now they were asking me what could be done."

Martin, who is also dean of student services for the university, had two suggestions. "Why not establish a Society for the Preservation of American Indian Culture?" he asked. "And since preservation depends on growth and economic development, why not develop a plan that has self-sufficiency for its goal?"

The first mailing to solicit memberships for the new society (SPAIC) went to friends of the small group. They, in turn, invited others to join.

"It was strictly a word-of mouth kind of operation," Dr. Martin said. "It still is. Although membership is just over a thousand now, we recently had a letter from a forester in Idaho who wants to help, and another from an ophthalmologist at the University of Alabama who had heard about us from some of his medical students."

Meanwhile, the SPAIC Economic Development Plan has made progress, too.

* Chief executive officers of the Fortune 500 companies have been contacted about the possibility of locating appropriate industries in Indian communities. They have also been asked to furnish "on loan" executives to serve as consultants to tribes interested in economic development. (Ed. note: *HD News* will carry a story on this project in a future issue.)
* Models have been developed based on those tribes which are already nearing self-sufficiency goals. Representatives of those tribes have been asked to share their knowledge by working as volunteers to Indian groups or tribes lacking their own expertise. SPAIC serves as coordinator for the effort and publishes materials such as newsletters to increase awareness of the availability of this kind of technical assistance.
* The organization's growing list of consultants and volunteers now permits it to sponsor tribal, regional and national economic development workshops. Funding for these efforts is an ongoing project.
* SPAIC offers help for tribes who want to take advantage of Public Law 93-638. This is the "Indian Self-Determination Act" which provides for Indian people to take over and operate services that were originally operated by the government.

"I don't mean to sound as if we're doing great things," Dr. Martin said. "I think we do render service now, and will do

# Supreme Court Affirms Indians' Right to Levy Tax on Mining

by Tom Brubeck

In a 6-3 decision, the U.S. Supreme Court has upheld a lower court decision that the Jicarilla Apache Tribe of New Mexico "has the inherent power to impose the severance tax on.... mining activities as part of its power to govern and to pay for the costs of self-government."

In 1976 the 2,100-member Jicarilla Apache Tribe adopted an ordinance which imposed a tax on all oil and natural gas mined from its reservation. A dozen oil companies challenged and won in the U.S. District Court for New Mexico. But the 19th Circuit Court of Appeals reversed the decision, and the Supreme Court on January 25 agreed with the appeals court.

The tribe's president, Leonard Atole, came to DHHS in March to describe the court's decision. During the first 1982 meeting of the HHS Intra-Departmental Council on Indian Affairs, Atole told about the 6-year contest to achieve the right of levying taxes on the 21 lessees who mine oil and gas on the 724,000-acre reservation.

Robert Nordhaus of Albuquerque, attorney for the Jicarilla Tribe, told David Lester, commissioner of the Administration for Native Americans, that Indian governments have come of age and are as responsible as other governments.

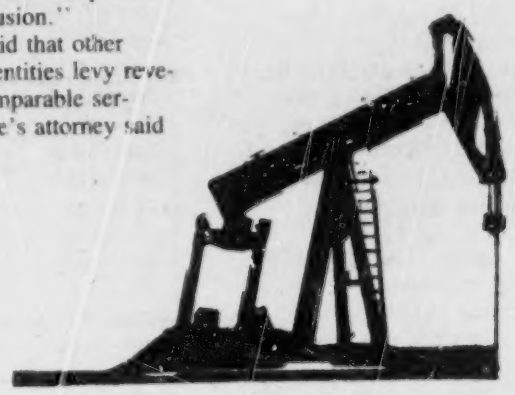
Nordhaus said the Indians will be responsible for collecting severance taxes. He said that there are several restraints — from the Interior Department and from Congress— that ensure the severance taxes on minerals, oil and gas will be reasonable. He said the tax is assessed at the wellhead at five cents per million BTU of gas produced and 29 cents per barrel of crude oil produced on the reservation. The attorney appealed to the federal government to not cut services to Indians because of their added source of revenue. "Indians have lived at a poverty level," he said, "and it will take years for this situation to change."

The high court said that "the views of the three branches of government, as well as general principles of taxation, confirm that Indian tribes enjoy authority to finance their government services through taxation of non-Indians who benefit from the services."

The opinion added, "Indeed, the conception of Indian sovereignty that this court has consistently reaffirmed permits no other conclusion."

The court said that other governmental entities levy revenue tax for comparable services. The tribe's attorney said that in only one year, 1976, the Jicarilla Tribal government spent $3 million, while the state spent only one-tenth of that amount — $300,000 — in direct services to the tribe.

The court pointed out that people using Indian land are dealing with a civilized society which makes it possible for them to carry out their business. There are now about 1,500 producing oil and gas wells on the reservation. The mining companies, said the court, avail themselves of the substantial privilege of carrying on business on the reservation and they benefit from the Indians' police protection and other governmental services, as well as "the advantages of a civilized society" that are assured by the existence of tribal government. ■



even more in the future. Economic development is the key to self-sufficiency, and the more we do to let others know about successful ventures based on planning, the sooner we'll see that goal reached."

He cited the Choctaw Tribe of Mississippi as a good illustration of the kind of model his group looks for and publicizes.

"In 1981, tribal officials announced contracts had been completed to bring a blue-chip industry to the Choctaw Industrial Park. At the same time, they also said their automotive instrument wiring industry was being expanded. They were in the middle of negotiations to bring a third and fourth industry to the reservation. All of these industries are tribally owned and operated."

The blue-chip industry was a contract with American Greetings Corporation. The Choctaw Greetings Enterprise is the supplier and employs nearly 500 people. It was the first business on an Indian reservation to be financed with state industrial revenue bonds. They were issued under a three-way agreement with the Mississippi Band of Choctaw Indians, the American Greetings Corporation and the city of Philadelphia, Mississippi.

"One important service was the management assistance American Greetings offered to the Choctaw Enterprise until it could develop its own management personnel. That's the kind of help that encourages growth: It's there when you need it and moves on when the need no longer exists."

The Choctaw Tribal Council has a good track record for planning economic development. Since 1969 the tribe's Chata Development Company has built more than 400 homes and renovated and repaired some 200. They have built classrooms for schools, offices, community buildings, an adult corrections center, and a Choctaw Health Center.

"The Choctaws are within reach of self-sufficiency," Martin said. "Whatever we can do to let other Indian groups know about them—and other successful tribes—helps the cause of Indian people everywhere."

He acknowledged that the Society was still very small.

"But don't forget," he admonished, "no law created our group. We volunteered to do whatever we could—and that's what we intend to do."

# Large-Type Publications From Reader's Digest

For more than 18 years, the *Reader's Digest* has published a monthly edition in large type for older Americans and persons with vision problems. More recently, a Large-Type Reader was introduced.

The 352-page Large Type Edition contains articles and features selected from the *Digest's* current issue. The Reader, published five times a year since 1979, features selections similar to those found in the *Reader's Digest Condensed Books*. Each volume has at least 400 pages, including a major work of fiction, short stories, light essays and humorous features.

Circulation of the Large-Type Edition has grown steadily since it first appeared in 1964. Today it stands at 275,000, the largest of any general-interest, large-type magazine in the world. The Reader currently has a circulation of about 32,000 and is growing rapidly. Both publications are printed in a single-column format, measure approximately 6" x 9" and are softbound. Type size is approximately twice that of the regular *Digest*.

Last June, the *Digest's* services to the visually handicapped were recognized by the American Optometric Association, which honored it with the Apollo Award, the association's highest honor, for "distinguished service to the visual welfare of mankind."

Both publications are produced by the Reader's Digest Fund for the Blind, Inc., a non-profit corporation in Pleasantville, N.Y. Through the support of *Digest* founder DeWitt Wallace, who died last year at the age of 91, the fund has been able to continually lower costs of the Large-Type Edition. An annual (12-issue) subscription is now $10.95 (U.S. and territories) and a 5-issue annual subscription to the Reader is $11.95. Additional information about either publication may be obtained by writing to Reader's Digest Large Print Publications, Box 241, Mount Morris, IL 61054.

## Another Resource for ANA Directory

When *HD News* published the Native American Resource Directory (February-March), it should have included services provided to Native Americans by the Administration on Developmental Disabilities.

**Administration on Developmental Disabilities**
Jean Elder, Ph.D., Commissioner, 200 Independence Avenue, S.W., Washington, D.C. 20201
Roland Queene, Director, Division for Program Development and Demonstration. (202) 245-1967. P.L. 95-602 D.D. Act.

HELP FOR PARENTS
(Continued from page 5)

the other children within the family the attention they need.

"Often the father, in the absence of a child's obvious physical handicap, will avoid acknowledging that there is anything wrong," Justice said. "This is especially true with fathers of hyperactive children. Continued avoidance on the part of one parent increases the pressure on the other and sometimes the marriage can't take the strain."

The "Forward By Design" program's goal is to make parents self-sufficient and more confident about raising their disabled children without neglecting each other or their other children.

Seminars consist of eight weekly 3-hour sessions. There is heavy emphasis on communication.

"These parents, more than other parents, absolutely *must* be able to communicate with professionals, schools, and service providers," Justice said. "They also have to learn to work together in the best interests of their children and their marriage. They can't establish the calm environment of a home unless they are able to set immediate goals for their handicapped child which are realistic. We also help them do some long-term planning and try to teach them how to adjust that plan to events which could alter achievement of the goals they have set."

Last year, he enlarged the seminar concept to include professionals in the field of services to children. The response was encouraging enough to result in a series of "trainer workshops," the first one of which is scheduled to meet in Palm Springs, CA., next January.

Meantime, his efforts have attracted national attention. He has had inquiries from professionals, educators, specialists and parents from almost every part of the country. He has begun to design materials so that the program can be replicated anywhere there are people who need help and are willing to combine case management with training.

Although his government grant expires this year, Justice feels his program will survive. He believes support will come from school systems, the private sector and individuals.

"Our experience with the program and the feedback we've gotten from parents who have been helped by it convinces me that there's a need and a place for it — with or without government funds," he said.

For further information, contact Tom Justice, project director, 2665 30th St., Santa Monica, CA. (213) 452-2187. ■

# Worth Noting

**Child Abuse.** The Medical Society of the State of New York is urging the 12 medical and four dental schools in the state to include courses of study or lectures on child abuse and neglect in their curricula. A letter to the schools, signed by Dr. Milton Rosenberg, society president, and Dr. James Lione, chairman of the New York District of the American Academy of Pediatrics, notes that "physicians and dentists are often the first persons to observe the maltreated children who are brought by the parents for treatment of injuries that are explained by spurious stories." In 1981, 64,421 instances of child abuse and neglect were reported to the State Department of Social Services—a 15 percent increase over 1980.

**TDD Discounts.** The California State Department of Rehabilitation reports that the state's telephone companies have instituted discount rates on long distance calls from telecommunications devices for the deaf (TDDs). The reductions, which went into effect last fall, amount to a 35 percent discount during the day-rate period and a 60 percent discount for evening-rate calls. Rates apply to all certified TDD users in California.

**Combating Burnout.** The Child Care Staff Education Project, with a grant from the Rosenberg Foundation, is developing materials and providing services to improve working conditions for child care workers. The project also publishes a quarterly newsletter ($5.00 per year) which provides information on child care staff issues. For additional information: Child Care Staff Education Project, P.O. Box 5603, Berkeley CA 94705.

**Old Man Out.** The typical person filing an age-discrimination charge is a male and younger than one might suspect: in the 50 to 59 category. Typical charge is "unlawful termination due to age." According to a recent report from of the House Select Committee on Aging, during 1981 there were 9,479 age-discrimination charges filed with the Federal Equal Employment Opportunity Commission. The report said that age discrimination is widespread and the problem is worsening. While the Federal Age Discrimination in Employment Act covers 28 million workers between the ages of 40 and 70, said the report, only a fraction of these workers are aware of the law.

**Indian Directs IHS.** Everett R. Rhoades, M.D., a member of the Kowa tribe, this year became the first American Indian to head up the Indian Health Service (IHS), the primary health resource for about 800,000 American Indians and Alaskan natives. Dr. Rhoades, who was with the University of Oklahoma Health Science Center, organized the Association of American Indian Physicians in 1971. The work of IHS is carried out through a system of hospitals, health centers and health stations; IHS operates the facilities and also has contractual arrangements with public and private practitioners, institutions and tribal governments. The federal agency encourages Indians to take leadership in the management of their health programs.

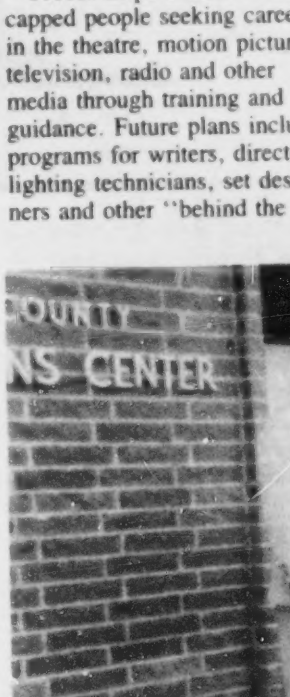
**"Aging" Theme.** Public health traditionally centers on maternal and child health, but the American Public Health Association has taken note of increasing numbers of older people in the theme of its annual meeting. The theme for the 1982 meeting, scheduled for November in Montreal, is "Aging and Public Health: The International Perspective."

**Rehab Gazette.** The 24th annual issue of the *Rehabilitation Gazette* has been issued. It provides 64 pages of specialized information on all types of disabilities for professionals who work with the disabled and the institutions that serve them.

Features include a compilation of creative experiences with independent living; pain control through self-hypnosis; coping with problems of hospital care; hoists; VA-tested van lifts; female sexuality; and a special report on last October's International Conference on Respiratory Rehabilitation and Post-Polio Aging Problems.

The *Rehabilitation Gazette* is written, edited and published by disabled and nondisabled volunteers. The library and editorial offices are located in the home of editors Gini and Joe Laurie, 4502 Maryland Ave., St. Louis, MO 63108.

The price is $4.50 for persons with disabilities and $7 for nondisabled persons and institutions, plus $1 postage. Donations, payable to Rehabilitation Gazette, Inc., are tax-deductible.



**Be a Star.** The Performing Arts Theatre of the Handicapped (PATH) holds monthly interviews and auditions for handicapped performers and artists (by appointment) via THETA CABLE, the newest way for television producers and casting directors to meet talent.

PATH helps talented handicapped people seeking careers in the theatre, motion pictures, television, radio and other media through training and guidance. Future plans include programs for writers, directors, lighting technicians, set designers and other "behind the scenes" personnel. For more information, contact PATH, 5410 Wilshire Blvd., Suite 904, Los Angeles, CA 90036 (213) 938-7768.

**Exceptional.** The Council of Exceptional Children has issued the second edition of a textbook designed to assist educators in day-to-day instruction, services and management of handicapped and gifted children.

Based on extensive first-hand experiences, the authors, Maynard C. Reynolds and Jack W. Birch, suggest approaches that can be readily adapted to meet the required role changes for regular teachers and other professional personnel.

*Teaching Exceptional Children in All America's Schools* may be ordered for $19.95 from The Council for Exceptional Children, Publications Sales, 1920 Association Dr., Reston, VA 22091.

**Intergenerational Greenhouse.** Congregate and home-delivered meal programs in Cheyenne, Wy., received fresh food from the Cheyenne Community Solar Greenhouse, operated by senior citizen volunteers. The programs got its start through federal funds and is now sustained through community efforts. The senior citizens take part in all stages from cultivation of the plants to consumption. "Intergenerational," "crosscutting" or whatever term applies, the project involves people ranging from senior citizens to disabled people and youth offenders.

*80 X 3. The Nelson triplets—Ted, Ida Nelson Foster and Bill—celebrated their 80th birthday at the Thermopolis, Wy., Senior Citizens Center. The trio has lived in Thermopolis since 1913.*

# Parent-to-Parent:

## *Adjusting to the Disabled Child*

by Yvonne Kristiansson

The shock of learning that one's child has a disability can be quite traumatic. Now, thanks to a team of dedicated volunteers, parents in Georgia facing this problem can get help and support from a program called Parent-to-Parent.

Parent-to-Parent uses other parents of disabled children to bring comfort and understanding to parents who have just learned of their child's disability.

In operation in northern Georgia, the program was developed by Vicki Shanahan and Kathy Reynolds for the Georgia State Council on Developmental Disabilities. Reynolds became interested in the program because of her experiences with her son, who was born with severe brain damage.

Parent-to-Parent grew out of a series of workshops where, repeatedly, the need was raised for a support group to work with parents when they first learn of their child's disability.

Shanahan and Reynolds have since developed several workshops to train the volunteers — a limited number at once.

"We want to grow slowly but solidly, rather than mushroom quickly and not be able to handle the need," Reynolds said.

The program is setting up five new branches and Shanahan and Reynolds expect that branches of Parent-to-Parent will blanket Georgia within two years.

Because of the need for confidentiality, Shanahan and Reynolds enlist volunteers through letters to doctors and social workers who may know parents with disabled children. The letter explains the program and includes a contact card for parents interested in volunteering.

Volunteers are trained to develop skills in dealing with stress. A key point is that supporting parents are not there to advise, but rather to provide support and guidance to new parents during a difficult time.

Letters to doctors and social workers are important in making professionals aware of the program so that they can refer parents who need help to Parent-to-Parent. So far, 55 referrals have been made by professionals.

When a match is made, usually within 24 hours of the referral, the program tries to place volunteer parents as close as possible in proximity to the referred parents. Usually, the supporting parents have a child with the same or similar type of disability. Efforts also are made to match factors such as age, economic level and interests.

Zebe Schmitt, executive director of the Georgia Council on Developmental Disabilities, believes that several key factors have led to the program's success.

One is the fact that Shanahan and Reynolds are dedicated, non-career employees.

"They made a commitment to provide the program with their particular expertise for only a 3-year period, so they are not afraid to take chances," Schmitt said.

The program operates out of the DD office under Schmitt's direction, rather than as a contracted project. "We don't have to pay a contractor's overhead and we have direct control over the coordinators' day-to-day time allocation," Schmitt explained.

Schmitt feels the training manual Shanahan and Reynolds developed is an important item. The loose-leaf notebook format is not only inexpensive, but it gives staff the flexibility to add or delete information for the

supporting parents.

"I am convinced that parents who receive support from the program will become better parents, fewer families will break up and more disabled children will truly be allowed to realize their fullest potential," Schmitt said. ■

*Ed. note: Additional information on Parent-to-Parent may be obtained from Zebe Y. Smith, Executive Director, Georgia Council on Developmental Disabilities, 618 Ponce de Leon Ave., N.E., Atlanta, GA 30365.*

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*Yvonne Kristiansson, a senior at Assumption College in Worcester, MA, is an intern in the OHDS Office of Public Affairs.*

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## NCCAN Produces Training Package for CPS Workers

A new, flexible, child abuse training package, *Child Protective Services: Inservice Training for Supervisors and Workers*, designed for use by child protective services (CPS) workers to strengthen caseworkers' skills, was recently distributed by the National Center on Child Abuse and Neglect (NCCAN). About 4,000 state and local CPS agencies, undergraduate and graduate schools of social work, regional resource centers and national agencies have received these materials.

The inservice training package contains nine audio cassette tapes that, except for the first module, are presented through dialogue. The dialogue is a dramatization in which Maggie Emmons, a new CPS worker, learns about CPS, converses with experienced workers, participates in inservice training sessions and works with clients. The material is designed to reflect the concerns, frustrations, satisfactions and support needs common to CPS workers everywhere.

"One cannot overstate the difficulty of the decisions CPS workers must make," said James Harrell, director of the National Center on Child Abuse and Neglect. "The sensitivity and tact they must demonstrate and the skills they must use at every step in the child protection process makes one believe that much of the quality with which they carry out their duties is dependent upon the quality of the supervision they receive. The package principally addresses one key aspect of supervision—its educational role."

The training materials were developed by Creative Associates, Inc., a minority women's firm in Washington, D.C., under contract to NCCAN.

About 400 packages are still available for distribution. However, public service agencies providing child protective services will receive first priority when requesting materials.

Agencies which have already received these materials are encouraged to duplicate them.

Additional information may be obtained from Alice Low, National Center on Child Abuse and Neglect, P.O. Box 1182, Washington, D.C. 20013. ■

## Keep Learning --

# One Way To Stay Young

by Diane J. Pressley

In the 1980s, the number of college-age (18-22) young people will drop from 29 million to 25 million. That will leave 4 million seats vacant. Right?

Wrong. The seats will be filled by older Americans, much older.

The myth that the ability to learn decreases with age is finally fading. Colleges are offering courses that are attracting older students—homemakers, retirees, and others—to the campuses. In some cases, the campuses come to them—at a community education, recreation or senior center.

According to the College Board in Princeton, NJ, approximately 1,600,000 persons age 35 and older will enroll in college this fall. The board estimates that enrollment for this age group will increase 163 percent by 1990 and will constitute 20 percent of total college enrollment.

Changing demographics partially account for this trend, but social and economic factors are also responsible.

Many retirees and widows discover that they want to be more active than they had once planned, so they head for a college campus to acquire a new hobby, to pursue a subject they never had time for before, or to make new friends.

Others find that they cannot live comfortably on the pensions and social security benefits they receive. And so, they look for a second or third career by way of new or updated skills offered in nearby colleges.

Another positive result in today's adult education is the opportunity for intergenerational activities. Sociologists and educators believe that college students of all ages will benefit from this development.

South Carolina's colleges, its State department of education and its legislature are devoted to the life-long learning concept. They have worked together to exemplify Henry Ford's philosophy of learning and age: "Anyone who stops learning is old, whether at twenty or eighty. Anyone who keeps learning stays young. The greatest thing in life is to keep your mind young."

It is not unusual to see college recruitment ads aimed at attracting older students with such messages as: "For South Carolinians From 18 Through Retirement" (University of South Carolina); "A Special Place for Adult Women" (Columbia College); "Financial Aid For The Returning Adult" (College of Charleston).

South Carolina colleges also have special educational programs featuring the liberal arts for senior citizens 60 and older. "Elderhostel," inspired by the youth hostels and folk schools of Europe, was held recently at Winthrop, Wofford, Francis Marion, and the College of Charleston.

What enables many older South Carolinians to attend college classes is a bill passed by the legislature to provide free tuition for state residents 60 and older at State-supported colleges, universities, and technical schools.

The South Carolina Adult Reading Campaign, sponsored by the State Department of Education and the Wil Lou Gray Opportunity School are other examples of the "second chance" aspect of the life-long learning concept. New careers, increased income, and enjoyable educational experiences are among the infinite benefits enjoyed by growing numbers of older persons. ■

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*Diane J. Pressley is Public Affairs director, South Carolina Commission on Aging.*

# Sources & Resources

**Packed With Pep.** A 10-minute film showing how parents and older brothers and sisters can involve children in physical fitness activities has been produced by The Travelers Insurance Companies in cooperation with the President's Council on Physical Fitness and Sports. *PEP Up Your Life: Fitness for Children* is accompanied by a discussion guide to introduce the film to groups and a booklet explaining specific activities and exercises for children aged 3-12. The film and booklets are available free from The Travelers Film Library, One Tower Square, Hartford, CT 06115.

**Partnerships for the Elderly.** *Elderly Private/Public Partnerships* (Department of Aging, Press Office, Rm. 413 Finance Bldg., Harrisburg, PA 17120, free) discusses the involvement of private corporations in programs that benefit senior citizens and describes two types of partnerships—enterprises and coalitions. The 28-page booklet also includes sections on obtaining foundation grants, using volunteers and "borrowing" corporate executives.

**Children's Health.** Under a grant from ACYF's Office for Families, the Association for the Care of Children's Health (3615 Wisconsin Ave., N.W., Washington, D.C. 20016) has produced two pamphlets for parents of chronically ill children:

*The Chronically Ill Child and Family in the Community* (30 pp., 75 cents) covers a variety of issues affecting families: explaining the illness to the child, taking a family vacation, helping other children cope with their feelings, and managing the child's illness at home, in school and in the community. Organizations and books for parents and children are listed.

*Preparing Your Child for Repeated or Extended Hospitalizations* (16 pp., 75 cents) discusses the needs of children at different ages and offers suggestions for alleviating situations that could be stressful for both parents and children. A list of additional resources is also included.

**EVOLUTION** (Continued from page 1)

coalesced, rather naturally and easily, around the concerns of the participants listed above. Last May, an existing body of corporate and foundation contributions officers, known as the Newark Community Affairs Group, was becoming concerned about the possible effect of federal funding reductions on local non-profit agencies. The group appointed a committee, which I chaired, to identify the relevant issues.

What we discovered was that several other entities were beginning to address the same problem. The New Jersey Department of Human Services was organizing block grant steering committees on a county by county basis. Essex County was embarking on a Citizen Services master plan, and wanted to inventory some 700 service providers by computer. The local United Way was evaluating its committee structure and funding patterns. These individual bodies began to meet as a group, trying to sort out objectives and exchange information.

Our first requirement was common: reliable data on the needs of service providers. United Way helped the county develop program classifications, and a local educational institution provided computer software. The Community Affairs Group contributed funds to facilitate programming. When the data input process is complete, the Essex Partnership will have accurate information on each agency's services, client population, geographic range and funding sources. More important, we will be able to produce profiles of the services available in each community in Essex County versus that community's needs and demographics.

Using these data, the Essex Partnership can better target financial and non-financial resources to local communities. We will be able to encourage cooperation between agencies, evaluate program efficiency and monitor and correct gaps and overlaps in services. A comprehensive approach to planning will be available. Perhaps the most important benefit will be our ability to compile a convincing case to present to businesses which, heretofore, have not contributed to human services in their communities. They will be able to see documentary evidence of immediate needs in their neighborhoods.

None of this information will be new, though it will be packaged in a consistent and readily accessible format. What is novel is the use of such measures by corporate donors to the human services. We, who often made contribution decisions based on narrow fields of interest, tradition and chronology of requests, will now be able to rely on definitive measures of need and productivity.

The big question, of course, is whether businesses will allow this evolution, or revolution, in public-private cooperation. Because of decreased government resources, we are seeing increased budget requests from our existing grantees, as well as pleas from agencies and organizations that never had to approach the corporate sector before.

Ultimately, we foresee a system of community planning councils consisting of service providers and their supporters. These councils would prioritize local needs, provide some joint client intake and coordinate volunteer services. The planning councils would report to the Essex Partnership's Policy Council, which would decide how best to meet the stated needs with available resources. Such resources would include not only government and private funds, but also managerial talent and in-kind contributions. The planning council would also set objective standards of performance for service providers and monitor effectiveness.

The Essex Partnership expects to put its program into effect in two neighborhoods by the early fall. Currently, communities are organizing into planning councils. Each council that wishes to be considered as a test area will submit a survey identifying its needs and collective resources. The policy council will select the two test areas. Later, we hope the entire county will be included in the program.

The benefit of our approach to human services providers and to local governments is evident. But the business sector will gain, too. We will learn more about our communities and become active participants in their affairs, allowing us to offer more appropriate products and services ourselves. Our own employees may be able to utilize the programs we will devise and support. Who knows? We may even learn something about productivity and cost-effectiveness from the hard-pressed, non-profit agencies that we are called upon to evaluate. ■

*Edward A. Nebb is Director of Public Affairs for the Carteret Savings and Loan Association of Newark, New Jersey.*

**hds**
human development services

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Washington, D.C. 20201

## Calendar

**May**

14 Symposium, "Paying for Maryland's Social Services: Ethics and Policy," School of Law, University of Maryland at Baltimore. (301) 528-3990.

19-22 American Association of Retired Persons, Washington, D.C. (202) 872-4870.

19-22 11th Annual Child Abuse and Neglect Symposium, Keystone, CO. (303) 321-3963.

23-26 American Red Cross, national conference, St. Louis, MO. (202) 737-8300.

31-June 4 Southern Gerontological Society, Atlanta, GA. (404) 588-9273.

31-June 4 American Association on Mental Deficiency: "A Time for Creativity in Education, Training, and Services," 106th annual meeting, Boston, MA. (202) 686-5400.

**June**

6-9 National Association of Parents and Teachers, national convention, Nashville, TN. (312) 787-0977.

6-10 National Conference on Citizen Involvement, New Haven, CT. (703) 276-0542.

17-19 Day Care Council of America, 14th annual meeting and conference, Washington, D.C. (202) 638-2316.

21 Goodwill Industries of America, delegate assembly, Colorado Springs, CO. (301) 530-6500.

22-26 Biennial International Convention, Alexander Graham Bell Association for the Deaf, Toronto, Canada. (202) 337-5220.

25-27 Access to Equality, 1st National Conference on Educational Equity for Disabled Women and Girls, Baltimore, MD. (212) 532-8330, voice; (415) 644-2555, TDD.

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# Human Development News

U.S. Department of Health and Human Services • Office of Human Development Services • Office of Public Affairs

June/July 1982

*In Denver, the CPP grant will be used this fall for Adolescent Health Fairs, patterned after the "9 Health Fair" sponsored by Channel 9. KBTV. Photo courtesy of KBTV, Denver.*

## Gannett Foundation Boosts Social Services

by Carolyn Reece

Through a $1 million grant program of the Gannett Foundation, social service organizations in 20 communities are receiving support to help meet a variety of local needs, from extending day care options to expanding health resources for children and the elderly.

Recipients of the award, which range from a minimum of $25,000 to a maximum of $150,000, are non-profit organizations or governmental units in cities in 14 states and the Virgin Islands served by the Gannett Co., Inc., a nationwide communications firm. The grants were awarded under the foundation's Community Priorities Program (CPP) launched last year.

Local CPP teams — staff members and the chief executive officer of Gannett-owned subsidiaries — first identified problems and needs by consulting with community leaders and by interviewing and polling residents. The teams assigned priorities in terms of the local urgency and the foundation's ability to help solve them within the CPP grant limits.

Community organizations then were asked to submit proposals on how the grant

(Continued on page 2)

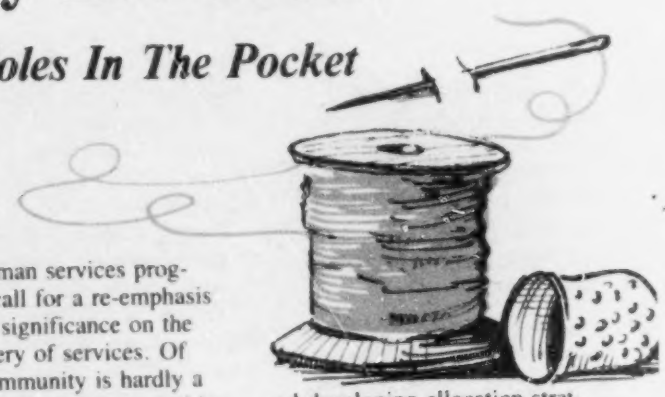
### In This Issue

*Human Development News* highlights Older Americans Month:

- Older Americans—Still At Work (page 6)
- Foster Grandparents: An Interview With Nancy Reagan (page 3)
- Grand-Orphans? Connecting The Generations (page 4)


## A Revolutionary Evolution:

### *How To Sew Up The Holes In The Pocket*



by Edward A. Nebb

The reduction of federal funding of human services programs, along with President Reagan's call for a re-emphasis of national voluntarism, places a new significance on the participation of the private sector in the delivery of services. Of course, the relationship of corporation and community is hardly a novelty. It has long existed in the form of corporate foundations and contributions programs, as well as the United Way concept. But formal and informal private programs must undergo an evolution, if they are to continue to serve the needs of their communities.

A mature, productive relationship between the private and public sectors should have the capacity to provide human services agencies with rational, consistent and impartial support programs. Corporate support cannot ever replace the government assistance to which service agencies have become accustomed. But business can and should help service providers allocate resources, evaluate opreations and make management decisions more effectively. I like to think that if companies can't put a dollar into the pocket of every agency that loses a dollar to budget cuts, then at least we can help sew up the holes in the pocket.

In Esssex County, N.J. a consortium of businesses, foundations and units of government has started to do just that. Known as the Essex Partnership, the group was founded for the purposes of analyzing the needs of non-profit organizations, reviewing available public and private resources and developing allocation strategies. Members include representatives of the Essex County Department of Citizen Services, the New Jersey Department of Human Services, United Way of Essex and West Hudson counties, Newark Coalition for Neighborhoods, Victoria Foundation, Greater Essex Community Foundation and my own savings and loan association — Carteret Savings. Once we have progressed beyond the developmental stage, the Essex Partnersh p will include many other human services support institutions.

The Essex Partnership

(Continued on back page)

## Maryland Opts For Private Day Care Centers

By next September, the state of Maryland will have transferred all 26 of its publicly operated day care centers to a private purchase-of-care system. The move should save the state about $1.6 million, says Frank Sullivan of their Office for Child Development, and not one child will be dropped from the system.

In the face of reduced funding, the Maryland General Assembly decided to close all state centers. But it also set in motion a process of painstaking study and evaluation by state and local officials — with the cooperation of advocates and providers across the state — to guarantee that no children would lose care as a result of the closings and transfers.

"We had to have alternative care before we could even talk about closing a center," Sullivan explained.

To find those alternatives, local task forces were formed of 15 to 20 members of the day care community and elected officials. Each task force evaluated the state center in its locality and the available community alternatives. They then made their recommendations about how to accomplish the transfer in that area.

Throughout the state, personnel played a big role in differences between private and public child care costs:

- Salaries paid to directors of state-operated centers ranged from $15,591 to $22,054, depending on their levels. Private

(Continued on page 4)

HE 23.10:

# HOW DID THIS COMPUTER GET INTO THE BEDROOM?

by Sue Swezey

*Ed. note: This story, with some editorial changes made by Ms. Swezey, is reprinted with permission from* The Directive Teacher, *NCEMMH, Ohio State University. Copyright 1982, Faculty for Exceptional Children.*

If someone had said we would be buying a $2500 toy for our handicapped son, we would have said he was crazy. Especially if the toy was a computer. Autistic youngsters, after all, are sometimes known to possess an uncanny manual dexterity by which mechanical devices can be painstakingly disassembled but never, never put back together. We have remnants of dismantled record players, vacuum cleaners, and Volkswagens to attest to John's skills.

Nevertheless, the computer has made its way into our bedroom; our self-same son is happily playing with it. What happened? John's story may not be typical, but it may suggest potential uses of the microcomputer for students with severe learning disorders—an untapped and exciting field.

It started innocently enough. A microcomputer, manufactured by the Apple Computer Company, was donated to John's school. No one was sure exactly what to do with it. There really wasn't a good place to keep it, so in a rash moment, we offered to house the computer temporarily in our only available space—the master bedroom.

Technology has revolutionized our lives. First, a home computer is just uncommon enough to attract a colorful assortment of people who wanted to experiment with it. Teachers came and brought their friends; computer addicts materialized from nowhere and made themselves at home. A visitor would plant himself early in the morning and not emerge until late afternoon, glassy-eyed but triumphant at having slowed down a game of "Breakout" enough to win consistently. The computer became the sensation of our daughters's seventh-grade overnights (difficult enough to sleep through without having the entertainment in the bedroom). Which brings up an important point: the computer can be a socializing device for a handicapped child or for anyone else, at least until the novelty wears off.

In the commotion we suddenly realized that John, our autistic son who was then 16, had somehow begun to use the computer by himself. We were all novices: I had written out step-by-step instructions from the Apple II manual to remind myself how to load a program, and John (who reads at about a third-grade level) was painstakingly following my directions on his own.

All we had were demo tapes, which on the Apple were definitely not written by anyone who understands teaching. John could only go do a few of the pre-supplied programs with help, but he gradually became enthusiastic about two particular functions. He used the keyboard as a typewriter and enjoyed watching his "stories" appear on the TV screen.

It is hard enough for John to hold a pencil and harder yet for him to speak; with the keyboard (which has a lighter touch than an electric typewriter), he could express himself at a greater length than verbally or on paper. The *quality* of his communication did not improve, but the quantity certainly did. It seemed there was a lot he had wanted to say but could never find a means of getting it out.

His other interest was drawing. There is a demo program for the Apple II much like an Etch-A-Sketch, with two dials to make vertical, horizontal or erratic diagonal lines; the computer generated a musical tone for each position on the screen. The beeping of the computer soon became a familiar sound and, I thought, perhaps, a distracting one. After I had spent hours taxing my beginning skills to remove the tone. John demanded that I return it!

John had often attempted to draw blueprints of floorplans on his own, with wobbly lines producing astonishing architectural concepts. As I read the advertisements for more sophisticated (and expensive) drawing devices which could be used with the Apple, I wonder if it might not eventually become a vocational tool to compensate for his poor fine-motor coordination.

At that tantalizing point, a teacher wanted to try the computer at her house (after all, it wasn't ours), and at the same time we realized that John had become addicted to it. In three months he had learned to structure his time to "earn" the computer and had spent hours engrossed with it. Not a single thing had been broken, and his enthusiasm seemed to be increasing.

The question was: could we afford to deprive him of something that had already helped him so much and showed promise of helping him even more?

The answer was no!. And that's how we came to invest in a computer, a disk drive and a new TV.

And we think it was worth every penny. ■

*Ms. Swezey is the editor of* The Catalyst, *a newsletter which is sent to all state and local human service agencies in California.*

## GANNETT

(Continued from page 1)

funds could be used to produce immediate assistance in solving priority problems.

The 21 projects selected by the foundation's trustees focus on job training, youth unemployment and juvenile delinquency; day care; health care; community development; neighborhood improvement; adult illiteracy; law enforcement; and training community leaders. The foundation grants help communities bring together public, private and voluntary efforts to solve problems and, in most cases, supplement other resources.

In Sioux Falls, SD, for example, where the plight of "latch key" children was identified as a major problem, the CPP grant of $40,000 enables four community agencies — the Boys Club, Girls Club, YMCA and YWCA — to expand existing after-school enrichment and recreation programs. Lack of money for transportation and staff had limited the number of children served to 60 a day. With CPP funds for more vans and buses and additional staff members, however, the agencies expect to serve about 500 children per day from 20 schools in the community.

"Crime and youth delinquency" posed the primary challenges in metropolitan Phoenix, where 12 agencies share a $150,000 CPP grant. The overall project involves the efforts of citizen volunteers, youth-serving organizations, law enforcement agencies, an alternative education center, the Youth Service Bureau and the National Alliance of Business.

Many of the CPP awards supplement other grants made by the foundation to more than 100 communities served by Gannett newspapers, broadcast stations, outdoor advertising companies and other interests. The Gannett Foundation — one of the 25 largest private foundations in the country — annually awards local grants averaging $4,600 for the advancement of journalism and to assist a variety of human needs and services.

The 1982 Community Priorities Program, also budgeted at $1 million, will follow approximately the same process. Only organizations located in communities served by Gannet subsidiaries (listed in local telephone directories) are eligible to apply, and written proposals must be submitted by July 1 to the local chief executives of those subsidiaries. Grants will be awarded in December

A limited number of copies of a brochure describing the CPP program and listing Gannet subsidiaries is available free upon request by writing to the Gannett Foundation, Lincoln Tower, Rochester, NY 14604. ■

# FOSTER GRANDPARENTS:

## *An Interview With Nancy Reagan*

by Fred Krause

*(EDITOR'S NOTE: The January issue of* HD News *carried an item about the involvement of Foster Grandparents with Head Start youngsters in an experimental program. Fred Krause, executive director of the President's Committee on Mental Retardation, sees this as a logical extension of the Foster Grandparent Program that, 99 percent of the time, finds older persons serving needs of the mentally retarded. Krause asked the nation's foremost supporter of FGP, First Lady Nancy Reagan, about her interest and her perceptions of FGP's role. FGP is administered by ACTION, a Federal volunteer service agency.)*

White House photo by Mary Anne Fackelman

Foster Grandparents will, as a program, turn 17 this year — demonstrating how good an idea it was to bring together participants at both ends of the age spectrum — older Americans and children with special needs.

Mrs. Nancy Reagan's interest began while the President was governor of California. In 1965, two years before Reagan became governor, 21 FGP projects opened their doors and 1,200 volunteers responded. Today there are more than 200 projects involving 17,000 of the elderly and 42,500 children. More than 100 of the original volunteers continue to serve.

***Q — What occurred to prompt your involvement?***

*A* — My father is a surgeon, so I have been visiting hospitals all my life. I visited the Pacific State Hospital [now called the Frank Lanterman Hospital in honor of a former California legislator] and saw Foster Grandparents in action for the first time. I was very impressed, as this was the first time I had seen a program which helps both the elderly and the young.

***Q — The Foster Grandparent Program has been a great success in California and other states. Your interest has surely helped the country to understand and to know the program. How do you envision a state-by-state Foster Grandparent Program's development?***

*A* — I surely hope my interest in the program has helped. When I first saw it, it was only in the one hospital in California. We got it expanded to all the state hospitals and I began to talk about it wherever I went. I think we were helpful in getting it picked up by ACTION, thereby giving it a little extra funding.

***Q — Which of its features most interests you?***

*A* — The best part is that each group gives to the other what the other needs. I think we tend to forget about the elderly in this country and what they can and want to contribute. They are at a time in their lives where their children are grown and gone. They feel lonely, unneeded and unwanted — and they have so much love to give. On the other side, there are children who need an extra amount of love and attention — more than any hospital can give. So it's a wonderful blend of two groups whose needs are being fulfilled.

***Q — Do you envision any future changes that would provide for more senior citizens' participation?***

*A* — I hope private funds will help expand Foster Grandparents. Recently I taped a television public service announcement encouraging private investment. I have also appeared on a syndicated talk show to explain in detail how the program works.

***Q — In your opinion, how could volunteers pursue their interest in serving a mentally retarded child or adult?***

*A* — I strongly urge those interested to contact ACTION. Within the next few years we hope to see the private sector shoulder more responsibility for special programs involving the mentally retarded and senior citizens. There are so many things to be done, and volunteer service makes your life much fuller and richer. This is what made our country and our people great and strong — not turning to government to do everything. Someone once said, "Life begins when you begin to serve," and I believe that with all my heart.

***Q — How can we best inform and encourage the general public to become active in the program, and enhance the public's acceptance of mentally retarded individuals?***

*A* — I plan to continue visiting programs for the mentally retarded and hope to encourage senior citizens to actively participate in the Foster Grandparent Program. It will give new meaning to their lives and a reason and purpose for getting up in the morning. There is nothing more rewarding than the love of a child.

*(The President's Committee on Mental Retardation was established in 1966 and includes 21 citizen members appointed by the President. The committee acts in an advisory capacity to the President and the Secretary of Health and Human Services on matters relating to programs and services for persons who are mentally retarded. The committee is responsible for evaluating the adequacy of current practices in programs for the retarded, and reviewing legislative proposals that affect them. It also coordinates Federal agency activities in mental retardation, conducts studies of existing programs, highlights the need for changes, and promotes research. Committee functions are accomplished through task groups comprised of committee members and designated consultants approved by HHS.)* ■

## Volunteers

**American volunteers contribute $64.5 billion in time, according to a 1981 Gallup Poll Survey commissioned by Independent Sector, a Washington, D.C.-based national coalition of voluntary organizations, corporations and foundations.**

**The survey revealed that 52 percent of adults and an almost equal proportion of teenagers volunteered both formally and informally during the previous year. The dollar estimates, however, are based only on the 47 percent who engaged in formal volunteer activities — advocacy, direct service and fundraising, for example.**

**Among other findings, the survey showed that 76 million adults contributed an estimated total of 7.8 billion hours, for a dollar value of $62.2 billion. Adults averaged 102 volunteer hours each, with the majority of time (5.1 billion hours) being donated by those with a college education. In addition, 7.7 million teenagers (aged 14-17) gave the equivalent of $2.2 billion, a figure based on the minimum wage.**

**Independent Sector notes that such contributions are 50 percent higher than the amount individuals contribute in actual dollars to the causes of their choice.**

# Grand-Orphans?

Are we rearing a nation of grand-orphans?

Dr. Arthur Kornhaber thinks so. He and his wife, Carol, have completed a study of 300 grandchildren and 300 grandparents (some, but not all, related to the children studied) which, he says, "taught us that, whether or not we acknowledge it, we are all connected to a grandparent somewhere."

That word "somewhere" is important. Only 15 of the 300 children and grandparents had regular contact with each other. The largest number of them lived far away and could only establish intermittent contact. The remainder of both groups had little or no contact. Both children and grandparents of the latter group demonstrated loneliness, and even bitterness, as they discussed the lack of what Kornhaber calls "The Vital Connection" between generations.

Kornhaber sees grandparents as they were many years ago. They were the foundation of the family. They counselled their children. They served as a buffer and uncritical source of affection for their grandchildren. But mostly, they were *there*.

Society has changed all that. The mobility of the children of the 1940s and 50s is now matched by the mobility of their parents. Grandma and grandpa too frequently have retired to a better climate and to a life that is less demanding. For most, they feel they have raised their children and fulfilled their duty. Snapshots and an occasional visit to the grandchildren have taken the place of the honored position as family elders.

The interviews with children make a strong — even poignant — case for the need of grandparents. Children whose grandparents are in the neighborhood express themselves in terms that are unmistakable:

"Grandfather is so funny . . . I feel good when he's there and the family is all together. Grandmother's easy to talk to. She has time for me, that's important. She'll tell me about problems that she had with my mother and then I can understand my mother a little better. I really know my grandparents well because we did so much together."

And what of the children and grandparents who can't see each other every day or every week?

Kornhaber suggests writing letters to each individual grandchild. He recommends trips to see them — even if it means staying in a hotel. Home-made presents, phone calls, tape cassettes and treasures that belonged to someone else in the family help strengthen the bond.

But what if all or most of that isn't possible?

"Children are to be found everywhere," Kornhaber says. "They are in hospitals and orphanages and — if one looks around — homes which house children yearning for a grandparental figure. There are millions of American children who have no grandparents anywhere at all. Millions of older Americans have no grandchildren — those who never married, the childless, the grandparent who has lost contact with his own children and grandchildren. Together, these millions of young and old represent the most isolated members of generations apart. A few determined children go out and find surrogates. Almost any older person can do the same. Vital connections are based on biology, but they need not be limited to kin. Time, place, and undivided attention given by an older person can foster a close and enduring attachment with any child." (From *Grandparents -Grandchildren: The Vital Connnection* by Kornhaber and Woodward; Doubleday, $12.95.)

*Patty knows her grandmother is old and hobbles, but that is inconsequential to her. To Patty, "She can't walk too well," but "I like to snuggle into her and smell her . . . And she is the best back-rubber in the world." (From "Grandparents-Grandchildren: The Vital Connection")*

In a recent interview, Kornhaber said his studies have resulted in the establishment of the "Foundation for Grandparenting." Dr. Karl Menninger and Mary Martin are among the board members.

Kornhaber also is working with Dr. Menninger's group homes for children — "The Villages" in Topeka, KS. There, children with emotional or social problems meet on a regular basis with surrogate, or foster, grandparents to help supply what Kornhaber in his book refers to as the "wisdom, love and wizardry" of grandparents.

He is also in the process of advising day care centers and schools on the value and use of the elderly in a situation where they can be with children on a day-to-day basis.

It should be noted that he and his wife completed their study without any federal funding.

"It took longer, I suppose," Kornhaber said. "But we did it about two or three months of every year for more than seven years. That way, I could maintain my practice as a clinician and director of a pediatric neuropsychiatric group. It also freed me from a lot of paperwork. We did the work without the red tape."

*This spring Dr. Kornhaber took part in first Commissioner's Forum sponsored by the Administration on Aging.* ■

*Myra's family holiday shows her grandparents as large figures, creating a festive mood while nurturing the family. (From "Grandparents-Grandchildren: The Vital Connection")*

## MARYLAND

(Continued from page 1)

directors made between $3,900 and $19,557 — an average of $12,129 a year.

- Teacher salaries ranged from $9,625 to $16,395 in the state centers. There were four levels of teachers. Private teachers made between $3,100 and $14,682 — an average of $8,540 a year.

- Few private centers had a social worker on staff; 82.5 percent of state-operated centers did. Private on-staff social workers averaged $7,268 a year, compared to a range of $12,516 to $20,473 for those on a state-operated center's staff.

- Most private centers didn't use clerical workers, compared to 77.8 percent of state centers that did. Those private centers that did hire clerical workers did so only on a part-time basis. State-operated centers used them full-time.

- All state-operated centers had a food-service staff; 68.5 percent of private centers outside the Baltimore City area didn't have cooks.

- Private centers have a lot of dual-function positions: directors would teach, teachers would double as cooks, cooks would double as teacher aides. State-operated centers required their staffs to perform only one task each.

- Each state center had a "floating aide" who would substitute for absent teachers. Private centers relied on "on-call" substitutes.

- State-operated centers also had employee pension and hospitalization plans; only 10.2 percent of private centers had pension plans, and fewer than half offered hospitalization insurance. Only 10.2 percent of private centers had to contribute to Social Security; about 40.7 percent of private centers don't have to pay unemployment insurance because they are church-related.

During the transition of public programs to private, staff ratios in the state-operated centers were reduced to save more money. These centers had been required to use day care standards proposed by the federal government; but, with the implementation of the federal standards suspended (and later rescinded), state officials decided to use licensing standards set by the state's Department of Health and Mental Hygiene. An SSA staffing pattern survey conducted among private centers showed that "slightly more than three-fifths (61 percent) of the private centers observed are using suspended federal staff/child ratio and group size standards," even though the state hadn't been requiring these standards for purchase-of-care since July 1, 1980. Also, by eliminating requirements for federal standards, SSA was able to save $750,000 in personnel costs (60 positions) statewide by last August 31, according to a report to the General Assembly.

The transfer has begun a new era of relationships among the state, private providers and parents. Reimbursement rates have been raised from $5.50 to $5.85 for family day care and from $8.80 to $9.25 for group care. And there's more emphasis on parent monitoring of care. "Everyone has begun to realize that parents are probably the best judges of quality," says Sullivan. "We're talking about consumer education at this point."

The state has contracted with the Maryland Committee for Children to run a statewide information and referral program starting July 1.

The state's report on the takeover, including task force studies, cost analyses and requests for proposals for private programs, are available from Frank Sullivan, Director, Office for Child Development, Social Services Administration, Dept. of Public Welfare, 300 W. Preston St., Baltimore, MD 21201 (301) 669-8883. ■

*This article was based on two stories appearing in* Day Care USA, *a publication of Day Care Information Service, United Publishing Co., 1406 Fenwick Lane, Silver Spring, MD 20910.*

# Rx For A Long Hot Summer

The real heat of summer hasn't hit yet, but Dr. Barbara L. Drinkwater has a message for people of all ages, but especially for athletes — amateur or professional — lunch-time joggers, tennis players and pre-teen competitors.

Drinkwater is a research physiologist at the Institute of Environmental Stress, University of California, Santa Barbara and a Fellow of the American College of Sports Medicine. She has done extensive studies on the effects of heat on just about everybody from marathon runners to out-of-shape adults and young girls.

"I think the increased emphasis on physical fitness is great," she said, "but I also think we've got to get the word out that heat stress can be deadly. Prevention of heat related illness becomes even more important as we see whole families engaged in active sports, such as tennis. The baseball season for young boys and men runs through some of the summer's hottest months and football practice for junior and senior high school students seems to start earlier every year."

Heat-related illness has some symptoms that are easily recognizable: headache, nausea, cramps or exhaustion. Less visible, but easy for most people to learn to detect, is rapid heart beat, little or no sweating and other physiological or metabolic indicators.

"We've always known that infants and old persons are at risk during the hot months," Drinkwater said. "What isn't well enough known, in my opinion, is that everyone, even conditioned athletes, is at some risk in temperatures that exceed 90 to 95 degrees."

One of her studies which matched pre-teen girls with adult women showed that the young girls were at greater risk, even though both groups were in good physical condition.

A related study showed that boys of the same age tolerated heat better than girls. Under stress, the girls had a higher heart rate than the boys.

Additional research with marathon runners and women over the age of 50 indicated the predictable conclusion that the latter group could tolerate less activity in heat. But the surprising thing was the variance among the group of marathon runners.

"There seems to be no question that persons in very good physical condition — such as the marathon runners — suffer less from heat stress than the general population. But as a rule, they are also well aware of symptoms related to heat exhaustion."

She is especially concerned about the noon-time runners and the executives — usually males — who exercise to "work up a good sweat" and/or lose weight.

"Sweating is an important aspect of exercise. For one thing, it's an indicator that the cardiovascular system is responding to the stress imposed. Sweat also acts to help remove the heat which is being picked up by the body.

"But it's very important to understand that body heat can be dissipated by sweating *only* if the air outside the body is cooler than what we call the 'core temperature' of the body itself."

She added that persons who sweat very little or not at all under exertion should exercise great caution in hot weather — whatever their age or condition.

The executive who combines a rubber suit with jogging clothes to help with weight reduction could be doing himself in.

"Rubber suits can be a death trap when it's hot outside," she said.

She also warned against excessive salt or the use of salt tablets.

"We don't need extra salt to replenish that which is lost during exercise."

What do we need?

"Common sense and lots of water," she replied.

She also outlined two courses of action for everyone — from the very young to the elderly. The first is *avoidance*. The second is *acclimatization*.

"It's very hard to restrain children from physical activity," she said. Instead, she suggested gradually increased activity over a period of two to three weeks. Even then, persons responsible for the children should watch for signs of heat fatigue or stress.

"Athletic coaches for older youngsters should use the same principles. Two or three weeks of light workouts. Light, loose clothing. Save the full uniform for cooler weather. And always have lots of water available," she said.

The noon-time athletes might consider running in air-conditioned places or convert to brisk walking on hot days. She considers the combination of relatively high heat and humidity a very dangerous one. Her recommendation is that during those times, the runner, jogger or walker exercise in the very early morning or the cooler evening hours.

She gave the same advice for active older persons.

"And it's always a good idea for people with older relatives to check up on them during periods of high temperatures. Persons known to have cardiovascular or respiratory problems are at high risk in hot weather," she said.

She added that since elderly people on fixed incomes are frequently reluctant to turn on air conditioners or fans, relatives should try to convince them to spend at least the hottest part of the day at a senior center that is air-conditioned — even making arrangements for their transportation, if necessary.

"What it all boils down to," Drinkwater said, "is the necessity for increased awareness that hyperthermia (not to be confused with hypothermia, or cold-related illness) is serious and can be life threatening. No age group is exempt. And our best defenses are caution and common sense." ■

# Help For Parents In Distress

For four years, Tom Justice was director of a private school in California that was among the first in the country to "mainstream" handicapped children.

He left it in 1976 to head up the project "Forward By Design," funded by the University of California and the U.S. Department of Education.

"Our main goal then was to try and find ways to improve services to handicapped children," he said.

But he soon realized that linking families with services was only part of the problem — and the smaller part.

"As I worked with the children, I realized that behind each of them were one or two very distressed parents. There were parents who were finding it difficult to cope with either short- or long-range problems relating to their child. Others were guilt-ridden. They had the feeling that somehow it was 'their fault.' Still others were frustrated, angry, depressed, hostile or just plain burned out by the system. They were almost floundering in a tangle of questions that had incomplete answers or no answers at all. Their own personal needs and the needs of other members of the family were going unfulfilled," Justice said.

Sandy Gordon, now associate director of the "Forward By Design" project, at one time was one of those parents.

"You can't know, unless it has happened to you, what it means to be called to your son's school because he's 'acting up' in class. When you enter the classroom for the conference, you're already so angry, you're about ready to explode. Of course, the teacher can't know that you've just finished taking Johnny from the pediatrician to the psychiatrist; from one school to another — always looking for a miracle or even just for help in finding an answer."

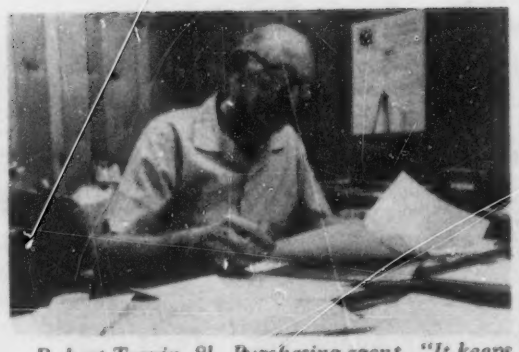
Justice observed that provision of services alone didn't help with the extreme emotional stress experienced by many parents and shared by other family members. His response to that need was to begin a program of seminars — at first just for parents and later expanded to include all professionals who deal with handicapped children.

"When people are confronted with a child whose functioning is limited in one, two or more areas, most parents develop corresponding crises in other areas of their lives," he said.

Marital stress is the most common problem. One parent — usually the mother — visits the doctors, the social agencies, the school and still tries to give

(Continued on page 10)

*Alice Cwidak, 65. Interior trimmer.*



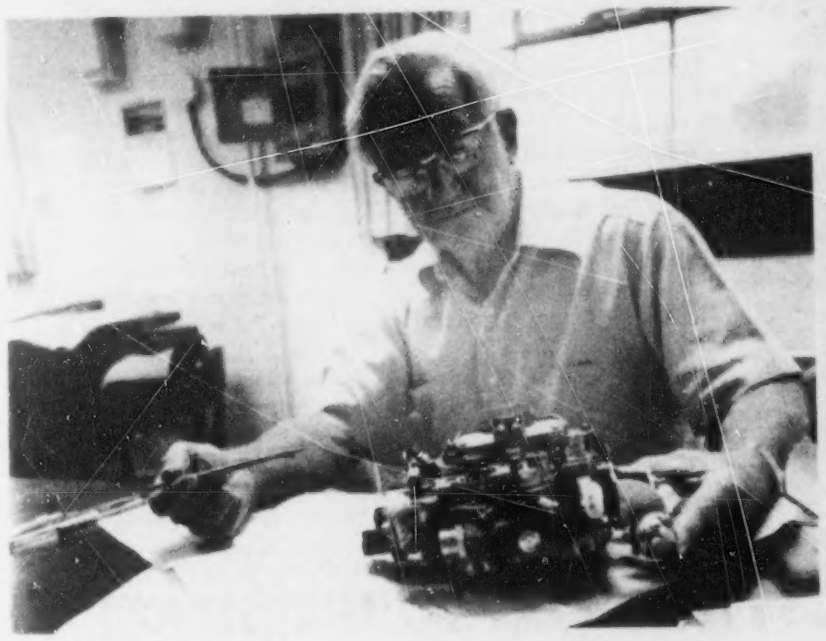
*Robert Turpin, 81. Purchasing agent. "It keeps me young. If I wasn't doing the work I love, I wouldn't stay healthy."*

*Mary Ranstead, 64. Makes dashboards, arm rests and interior door panels. "I plan to continue as long as I can. It makes life interesting."*

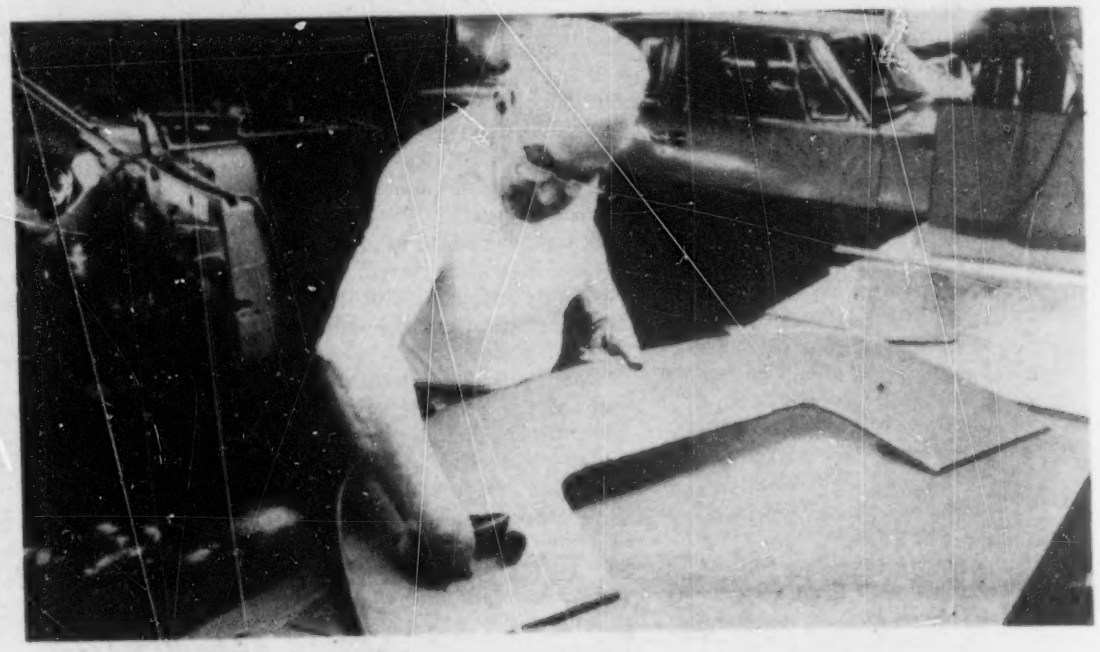
*Pictures and quotes from the workers shown are courtesy of* Oasis, *a publication of the Social Security Administration.*

# Older Americans -- Still At Work!!

by Jean Glenn



*Maurice Pauwels (Deceased)*



*Russell White, 75. Upholstery man.*

In 1964, when Nate and Arnold Altman bought the tools, parts, dies and all rights to the defunct Studebaker plant's *Avanti* division in South Bend, IN, more than a few people thought they were crazy.

Who was going to be interested in an almost totally hand-made car that would cost between $25,000 and $30,000?

What kind of production could you expect from a plant where the average age of the 25 employees was about 62?

Today, nobody is laughing and *Avanti* Motors sells every car it makes even though it takes three months to finish one vehicle. The length of time is related to quality of work, not the age of the workers.

"Actually, today only about 25 percent of our workers are between the ages of 50 and 82," said *Avanti* President Arnold Altman. "We have never encouraged anyone to retire if he or she wanted to work. In fact, we've never laid off any workers. But as our work force grew to its present number of 118 people, we began to attract younger men and women who liked what we were doing and looked forward to learning from highly skilled older workers how to do a job just exactly right."

As he describes it, it sounds like a re-creation of the medieval Guild system — at today's wage scale, even though the shop is non-union.

"I think this whole operation proves something about age and productivity," Altman said. "From the beginning, we found that older workers were dependable. They don't miss work for any reason, usually, except sickness. They have something to offer and they know we value it. Their experience and the training they're giving our younger workers are the reasons why, in my opinion, the quality of our cars is consistently high."

Altman said he was glad his brother, who died in 1976, lived long enough to see their "crazy" idea become a profit-making reality.

"This whole thing was Nate's idea," Altman said. "He convinced me and together we convinced a bank that had a little faith in us and the idea that older people aren't a useless commodity."

As president, Altman, now 63, continues their original philosophy of employment.

"We give our people a job first," he said. "Then we ask how old they are." ■

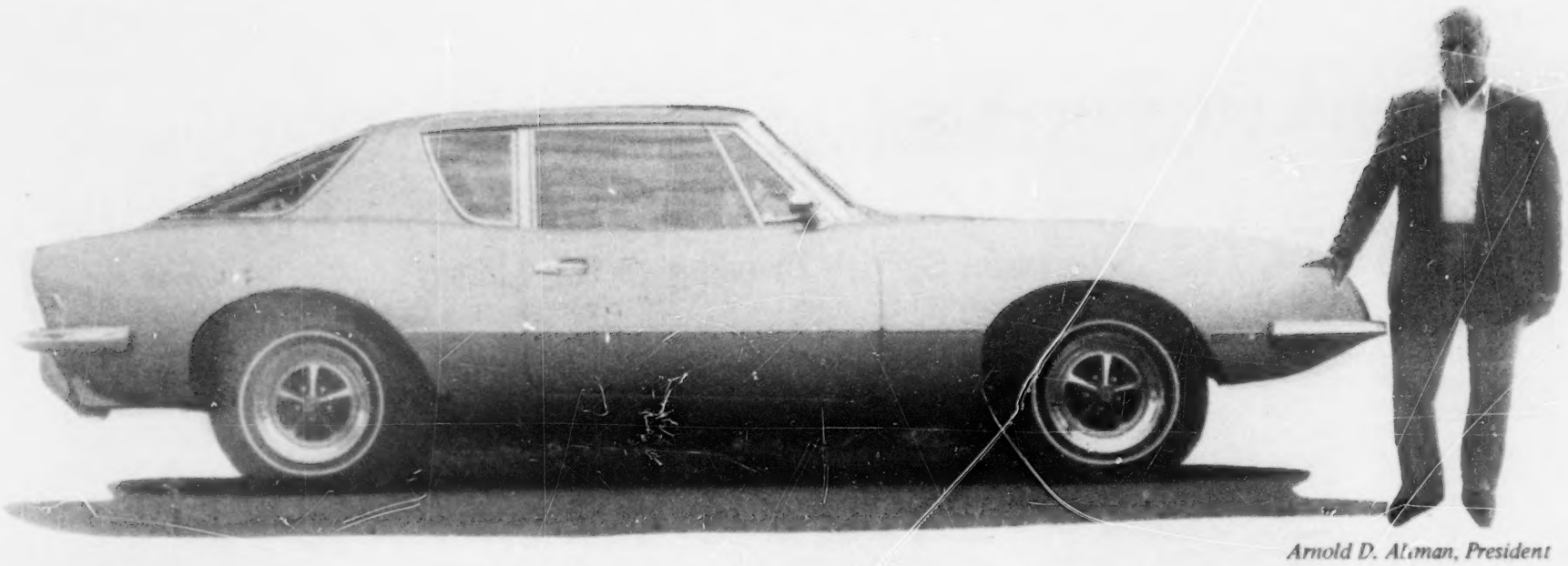
## Attitudes Toward Older Workers

The results of a survey of chief executive officers and personnel directors of the Fortune 1000 Corporations indicate that workers over 65 tend to be more productive, more reliable and generally more satisfied with their jobs than their younger counterparts.

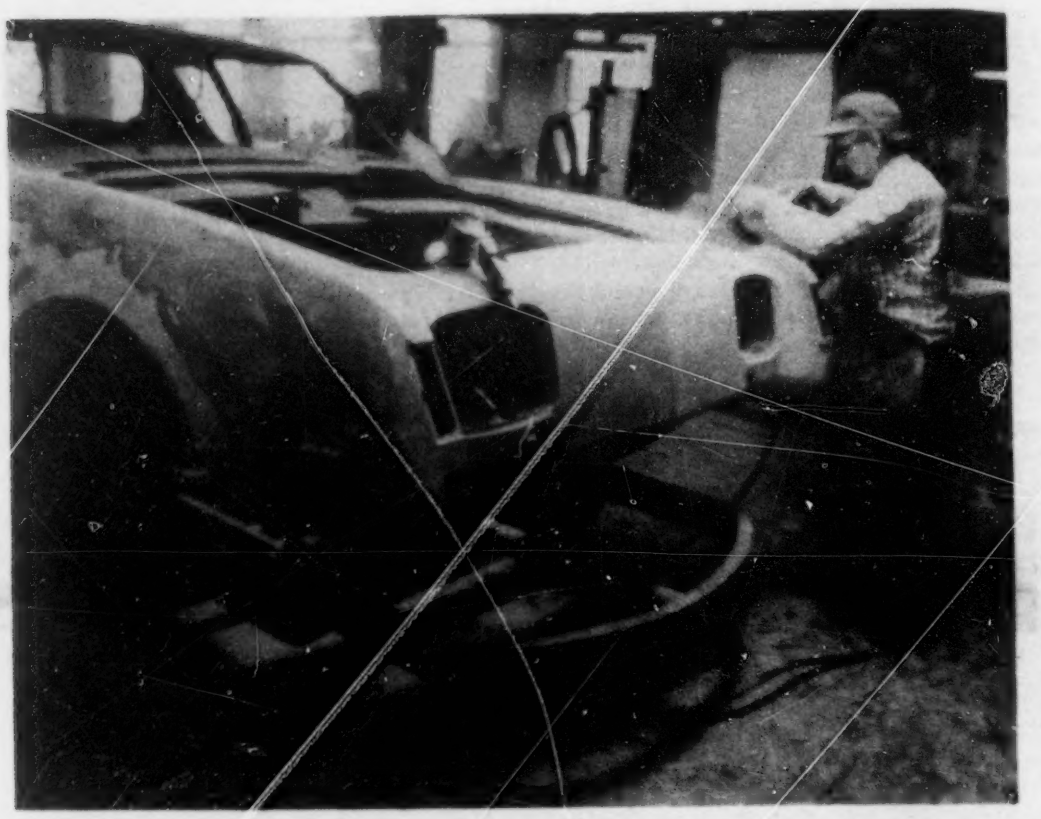
Among other findings of the survey, which was conducted by the Corporate Committee for Retirement Planning:

- 84 percent of personnel directors disagreed with the assertion that older workers were less productive than younger workers.
- 90 percent said that their older workers had better attendance records.
- Older workers suffered fewer job-related injuries.
- Many older workers were found to have an easier time coping with job-related stress.
- At the time of retirement, older workers cited reasons of health less frequently than younger retirees.

*Alice Sevmanski, 62. Supervises body assembly shop. Teaching daughter Geri. "I've taught dozens--including Geri. Yes, I'm satisfied. Otherwise I wouldn't be here so many years, would I?"*



*Arnold D. Altman, President*



*Left: Stanley Dybala, 73. He does body work. "Now that my work won't affect my Social Security check, I'm going to continue full time as long as I can." Above: Andrew Batcho, 72. Test drives new cars and works in the service department. "When I retired, I didn't have anything to do. I couldn't just hang around the house all day. Now I come in when I'm needed and love every minute of it. It makes my day."*

*Herb Latzke, 71. "Best door adjuster in the auto industry," says Altman.*

# Why Delay Retirement Past Age 65

According to a University of Southern California gerontologist, people who delay retirement tend to consider work one of the most meaningful parts of life, and they also believe that others think more highly of people who work.

Carolyn Paul, senior staff associate at USC's Ethel Percy Andrus Gerontology Center, based her findings about older persons' work habits and attitudes on analysis of the Retirement History Survey, a 10-year study (1969-1979) conducted by the Social Security Administration.

Paul focused on two questions: Who delays retirement past age 65 — and why — and why do some people return to work after they've retired. Among her findings:

- Married men were very likely to delay retirement past age 65. Those who did were likely to be business managers or professional workers. On the other hand, women who delayed retirement tended to work in clerical or service jobs.
- Never-married persons also had a high rate of employment. Paul had thought initially that never-married persons, without the financial obligations of a family, might take early retirement and enjoy leisure activities. In light of the findings, however, she suggests that never-marrieds may delay retirement "because work serves as a substitute for the family they don't have."
- The employment rate among separated, divorced and widowed persons was lower than had been anticipated — possibly because, at least in the case of women, they may be receiving financial help from a deceased spouse's pension.
- When asked why they delayed retirement, 86 percent said they consider work one of the most meaningful parts of life, and 84 percent said they believe others think more highly of those who work.
- In the sample of 7,974 persons, 241 returned to work after retiring. Only 26 were women.

"The men in the sample who returned to work tended to have adequate pensions," Paul pointed out. "So men may return to work mainly for intrinsic reasons or personal rewards, not because of pure financial necessity." ■

# This Worked For Us

# The Church: Successful Service Provider to the Elderly?

by Sheldon S. Tobin

Many churches and synagogues provide invaluable assistance to the elderly in their communities. Yet, in a study being conducted by the University of Chicago's School of Social Service Administration, researchers noticed that there is often little interaction with social service agencies in the community.

Most religious congregations provide programs and services at the informal level. For example, clergy and lay persons visit the homebound and provide transportation, food or clothing when individual seniors call to request help.

Churches and synagogues can also provide formal social service programs, including senior clubs, housing and congregate meals.

Despite the benefits of these efforts, increased interaction with other community agencies could improve the services offered. Although these groups share a concern for helping the elderly, their orientations are different. At times, there is not only resistance but antipathy to working together.

Social service personnel often believe clergy are untrained in counseling and are introducing moral imperatives inappropriately. Clergy, in turn, may view service personnel as too concerned with paperwork and unable to recognize the importance of spiritual well-being and their elderly clients' connection with church communities.

These kinds of considerations led to the development of a community advocacy approach for facilitating collaboration among churches and social agencies. The project was funded by the Retirement Research Foundation. I am a part of that effort.

Our approach involves interviewing clergy, social service workers and senior citizens, using a social service agency or church as an operating base, or "lead agency." The interviews with clergy and social service personnel sensitize them to the kinds of programs they can develop. They also provide an inventory of services offered and an indication of services needed.

When the needs are identified for a given community, the project's staff reports back to a meeting of clergy and agency personnel. Our goal is that this initial meeting will lead to others that eventually, through the rapport developed and the establishment of common goals, will cause the two groups to plan together and refer people to each other's services.

With each additional community studied, we have gained new insights about the potential and limitations of this approach. Although results may not be seen for some time, the immediate effects have been quite different in two of the communities.

Clergy and social workers of a white working-class suburb of Chicago have held the first of a planned series of joint workshops. Its title was "The Spiritual Needs of the Elderly." In addition, the "lead agency," a local council on aging, has hired a social worker who, because he is a Catholic brother, has the potential to act as a liaison among the area's churches and social agencies.

The council has also reported an increase in the frequency of requests from churches for technical assistance. This assistance, coupled with consultation from our staff, led to the development of three new church-sponsored programs for seniors. Antipathy among clergy and service personnel has apparently been reduced and, even though some resistance remains to working together, collaboration may ensue from the sharing of common concerns.

In a poor, black, inner-city Chicago neighborhood, however, the results have been mixed. Churches, appropriately, are concerned about the "survival" issues (housing, nutrition, unemployment, crime) which affect residents of all ages.

The limited supply of canned goods in the food pantries must be used sparingly and distributed to the most needy, regardless of age. Although community leaders remained reluctant to expend limited funds and time focusing on one age group in the population, collaboration among churches increased as a result of our efforts.

Our approach also reaffirmed the central role of religion in the lives of many elderly, whose involvement with their church and faith has been continuous throughout their lives. But for many of the most impaired elderly, their connections to their churches or synagogues are now tenuous.

For example, a 61-year-old divorced woman with multiple sclerosis lives alone. She would prefer to attend her own church but is only able to obtain transportation to the chapel of a nearby convent.

A second elderly woman, age 75, now confined to a wheelchair in a nursing home, had devoted her energies early in life to training the church choir. She would appreciate more frequent clergy and lay visitors: "It's been a long time since I've seen anybody. Somebody comes every five or six months." About a special worship service for the elderly at her church, she said, "It's too much trouble for them to come and get me."

Comments like these from older persons have led us to work with home health agencies, nursing homes and churches to develop ways of enhancing the spiritual well-being of those elderly with severe impairments.

We have assisted one inner-city church with its "park bench" ministry for elderly SROs (single room occupants) living in transient hotels and are training clergy and lay leaders in establishing programs such as "adopt a nursing home."

These efforts require money that is invariably in short supply. Lay leadership is less available than previously, particularly since more women in their middle years are now working. And the clergy are often already overburdened.

Even in more affluent communities, the church cannot meet all the basic needs of elderly citizens. They cannot solve financial, health and housing problems. But they can provide referrals to other agencies; they can give the kind of support which makes it easier to function and reduces anxiety; and they can develop programs which do not require extensive funding.

In these efforts, social agencies and churches should be natural allies; too often, however, they are not. Through collaboration, we hope, both groups may discover the best ways to spend the scarce time and money that is available. ■

*Sheldon S. Tobin, Ph.D., is Associate Professor, School of Social Service Administration, University of Chicago.*

# A Small Group That Made a Difference

Two years ago, students from Professor H.L. Martin's course on American Indian Studies at Samford University in Birmingham, Alabama, stopped him after class.

"What they wanted to know," Dr. Martin said, "was how could they apply what they had learned. We had talked about such things as budget cuts, the desire of Indians to be self-sufficient and the wish of Indians on and off reservations to preserve their culture and tradition. Now they were asking me what could be done."

Martin, who is also dean of student services for the university, had two suggestions. "Why not establish a Society for the Preservation of American Indian Culture?" he asked. "And since preservation depends on growth and economic development, why not develop a plan that has self-sufficiency for its goal?"

The first mailing to solicit memberships for the new society (SPAIC) went to friends of the small group. They, in turn, invited others to join.

"It was strictly a word-of mouth kind of operation," Dr. Martin said. "It still is. Although membership is just over a thousand now, we recently had a letter from a forester in Idaho who wants to help, and another from an ophthalmologist at the University of Alabama who had heard about us from some of his medical students."

Meanwhile, the SPAIC Economic Development Plan has made progress, too.

* Chief executive officers of the Fortune 500 companies have been contacted about the possibility of locating appropriate industries in Indian communities. They have also been asked to furnish "on loan" executives to serve as consultants to tribes interested in economic development. (Ed. note: *HD News* will carry a story on this project in a future issue.)
* Models have been developed based on those tribes which are already nearing self-sufficiency goals. Representatives of those tribes have been asked to share their knowledge by working as volunteers to Indian groups or tribes lacking their own expertise. SPAIC serves as coordinator for the effort and publishes materials such as newsletters to increase awareness of the availability of this kind of technical assistance.
* The organization's growing list of consultants and volunteers now permits it to sponsor tribal, regional and national economic development workshops. Funding for these efforts is an ongoing project.
* SPAIC offers help for tribes who want to take advantage of Public Law 93-638. This is the "Indian Self-Determination Act" which provides for Indian people to take over and operate services that were originally operated by the government.

"I don't mean to sound as if we're doing great things," Dr. Martin said. "I think we do render service now, and will do

# Supreme Court Affirms Indians' Right to Levy Tax on Mining

by Tom Brubeck

In a 6-3 decision, the U.S. Supreme Court has upheld a lower court decision that the Jicarilla Apache Tribe of New Mexico "has the inherent power to impose the severance tax on.... mining activities as part of its power to govern and to pay for the costs of self-government."

In 1976 the 2,100-member Jicarilla Apache Tribe adopted an ordinance which imposed a tax on all oil and natural gas mined from its reservation. A dozen oil companies challenged and won in the U.S. District Court for New Mexico. But the 19th Circuit Court of Appeals reversed the decision, and the Supreme Court on January 25 agreed with the appeals court.

The tribe's president, Leonard Atole, came to DHHS in March to describe the court's decision. During the first 1982 meeting of the HHS Intra-Departmental Council on Indian Affairs, Atole told about the 6-year contest to achieve the right of levying taxes on the 21 lessees who mine oil and gas on the 724,000-acre reservation.

Robert Nordhaus of Albuquerque, attorney for the Jicarilla Tribe, told David Lester, commissioner of the Administration for Native Americans, that Indian governments have come of age and are as responsible as other governments.

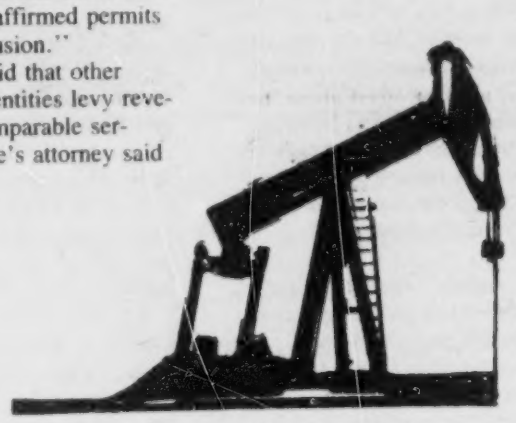
Nordhaus said the Indians will be responsible for collecting severance taxes. He said that there are several restraints — from the Interior Department and from Congress— that ensure the severance taxes on minerals, oil and gas will be reasonable. He said the tax is assessed at the wellhead at five cents per million BTU of gas produced and 29 cents per barrel of crude oil produced on the reservation. The attorney appealed to the federal government to not cut services to Indians because of their added source of revenue. "Indians have lived at a poverty level," he said, "and it will take years for this situation to change."

The high court said that "the views of the three branches of government, as well as general principles of taxation, confirm that Indian tribes enjoy authority to finance their government services through taxation of non-Indians who benefit from the services."

The opinion added, "Indeed, the conception of Indian sovereignty that this court has consistently reaffirmed permits no other conclusion."

The court said that other governmental entities levy revenue tax for comparable services. The tribe's attorney said that in only one year, 1976, the Jicarilla Tribal government spent $3 million, while the state spent only one-tenth of that amount — $300,000 — in direct services to the tribe.

The court pointed out that people using Indian land are dealing with a civilized society which makes it possible for them to carry out their business. There are now about 1,500 producing oil and gas wells on the reservation. The mining companies, said the court, avail themselves of the substantial privilege of carrying on business on the reservation and they benefit from the Indians' police protection and other governmental services, as well as "the advantages of a civilized society" that are assured by the existence of tribal government. ■



# Large-Type Publications From Reader's Digest

For more than 18 years, the *Reader's Digest* has published a monthly edition in large type for older Americans and persons with vision problems. More recently, a Large-Type Reader was introduced.

The 352-page Large Type Edition contains articles and features selected from the *Digest's* current issue. The Reader, published five times a year since 1979, features selections similar to those found in the *Reader's Digest Condensed Books*. Each volume has at least 400 pages, including a major work of fiction, short stories, light essays and humorous features.

Circulation of the Large-Type Edition has grown steadily since it first appeared in 1964. Today it stands at 275,000, the largest of any general-interest, large-type magazine in the world. The Reader currently has a circulation of about 32,000 and is growing rapidly. Both publications are printed in a single-column format, measure approximately 6" x 9" and are softbound. Type size is approximately twice that of the regular *Digest*.

Last June, the *Digest's* services to the visually handicapped were recognized by the American Optometric Association, which honored it with the Apollo Award, the association's highest honor, for "distinguished service to the visual welfare of mankind."

Both publications are produced by the Reader's Digest Fund for the Blind, Inc., a non-profit corporation in Pleasantville, N.Y. Through the support of *Digest* founder DeWitt Wallace, who died last year at the age of 91, the fund has been able to continually lower costs of the Large-Type Edition. An annual (12-issue) subscription is now $10.95 (U.S. and territories) and a 5-issue annual subscription to the Reader is $11.95. Additional information about either publication may be obtained by writing to Reader's Digest Large Print Publications, Box 241, Mount Morris, IL 61054.

even more in the future. Economic development is the key to self-sufficiency, and the more we do to let others know about successful ventures based on planning, the sooner we'll see that goal reached."

He cited the Choctaw Tribe of Mississippi as a good illustration of the kind of model his group looks for and publicizes.

"In 1981, tribal officials announced contracts had been completed to bring a blue-chip industry to the Choctaw Industrial Park. At the same time, they also said their automotive instrument wiring industry was being expanded. They were in the middle of negotiations to bring a third and fourth industry to the reservation. All of these industries are tribally owned and operated."

The blue-chip industry was a contract with American Greetings Corporation. The Choctaw Greetings Enterprise is the supplier and employs nearly 500 people. It was the first business on an Indian reservation to be financed with state industrial revenue bonds. They were issued under a three-way agreement with the Mississippi Band of Choctaw Indians, the American Greetings Corporation and the city of Philadelphia, Mississippi.

"One important service was the management assistance American Greetings offered to the Choctaw Enterprise until it could develop its own management personnel. That's the kind of help that encourages growth: It's there when you need it and moves on when the need no longer exists."

The Choctaw Tribal Council has a good track record for planning economic development. Since 1969 the tribe's Chata Development Company has built more than 400 homes and renovated and repaired some 200. They have built classrooms for schools, offices, community buildings, an adult corrections center, and a Choctaw Health Center.

"The Choctaws are within reach of self-sufficiency," Martin said. "Whatever we can do to let other Indian groups know about them—and other successful tribes—helps the cause of Indian people everywhere."

He acknowledged that the Society was still very small.

"But don't forget," he admonished, "no law created our group. We volunteered to do whatever we could—and that's what we intend to do."

## Another Resource for ANA Directory

When *HD News* published the Native American Resource Directory (February-March), it should have included services provided to Native Americans by the Administration on Developmental Disabilities.

**Administration on Developmental Disabilities**
Jean Elder, Ph.D., Commissioner, 200 Independence Avenue, S.W., Washington, D.C. 20201
Roland Queene, Director, Division for Program Development and Demonstration, (202) 245-1967. P.L. 95-602 D.D. Act.

## HELP FOR PARENTS
(Continued from page 5)

the other children within the family the attention they need.

"Often the father, in the absence of a child's obvious physical handicap, will avoid acknowledging that there is anything wrong," Justice said. "This is especially true with fathers of hyperactive children. Continued avoidance on the part of one parent increases the pressure on the other and sometimes the marriage can't take the strain."

The "Forward By Design" program's goal is to make parents self-sufficient and more confident about raising their disabled children without neglecting each other or their other children.

Seminars consist of eight weekly 3-hour sessions. There is heavy emphasis on communication.

"These parents, more than other parents, absolutely *must* be able to communicate with professionals, schools, and service providers," Justice said. "They also have to learn to work together in the best interests of their children and their marriage. They can't establish the calm environment of a home unless they are able to set immediate goals for their handicapped child which are realistic. We also help them do some long-term planning and try to teach them how to adjust that plan to events which could alter achievement of the goals they have set."

Last year, he enlarged the seminar concept to include professionals in the field of services to children. The response was encouraging enough to result in a series of "trainer workshops," the first one of which is scheduled to meet in Palm Springs, CA., next January.

Meantime, his efforts have attracted national attention. He has had inquiries from professionals, educators, specialists and parents from almost every part of the country. He has begun to design materials so that the program can be replicated anywhere there are people who need help and are willing to combine case management with training.

Although his government grant expires this year, Justice feels his program will survive. He believes support will come from school systems, the private sector and individuals.

"Our experience with the program and the feedback we've gotten from parents who have been helped by it convinces me that there's a need and a place for it — with or without government funds," he said.

For further information, contact Tom Justice, project director, 2665 30th St., Santa Monica, CA. (213) 452-2187. ■

# Worth Noting

**Child Abuse.** The Medical Society of the State of New York is urging the 12 medical and four dental schools in the state to include courses of study or lectures on child abuse and neglect in their curricula. A letter to the schools, signed by Dr. Milton Rosenberg, society president, and Dr. James Lione, chairman of the New York District of the American Academy of Pediatrics, notes that "physicians and dentists are often the first persons to observe the maltreated children who are brought by the parents for treatment of injuries that are explained by spurious stories." In 1981, 64,421 instances of child abuse and neglect were reported to the State Department of Social Services—a 15 percent increase over 1980.

**TDD Discounts.** The California State Department of Rehabilitation reports that the state's telephone companies have instituted discount rates on long distance calls from telecommunications devices for the deaf (TDDs). The reductions, which went into effect last fall, amount to a 35 percent discount during the day-rate period and a 60 percent discount for evening-rate calls. Rates apply to all certified TDD users in California.

**Combating Burnout.** The Child Care Staff Education Project, with a grant from the Rosenberg Foundation, is developing materials and providing services to improve working conditions for child care workers. The project also publishes a quarterly newsletter ($5.00 per year) which provides information on child care staff issues. For additional information: Child Care Staff Education Project, P.O. Box 5603, Berkeley CA 94705.

**Old Man Out.** The typical person filing an age-discrimination charge is a male and younger than one might suspect: in the 50 to 59 category. Typical charge is "unlawful termination due to age." According to a recent report from of the House Select Committee on Aging, during 1981 there were 9,479 age-discrimination charges filed with the Federal Equal Employment Opportunity Commission. The report said that age discrimination is widespread and the problem is worsening. While the Federal Age Discrimination in Employment Act covers 28 million workers between the ages of 40 and 70, said the report, only a fraction of these workers are aware of the law.

**Indian Directs IHS.** Everett R. Rhoades, M.D., a member of the Kowa tribe, this year became the first American Indian to head up the Indian Health Service (IHS), the primary health resource for about 800,000 American Indians and Alaskan natives. Dr. Rhoades, who was with the University of Oklahoma Health Science Center, organized the Association of American Indian Physicians in 1971. The work of IHS is carried out through a system of hospitals, health centers and health stations; IHS operates the facilities and also has contractual arrangements with public and private practitioners, institutions and tribal governments. The federal agency encourages Indians to take leadership in the management of their health programs.

**"Aging" Theme.** Public health traditionally centers on maternal and child health, but the American Public Health Association has taken note of increasing numbers of older people in the theme of its annual meeting. The theme for the 1982 meeting, scheduled for November in Montreal, is "Aging and Public Health: The International Perspective."

**Rehab Gazette.** The 24th annual issue of the *Rehabilitation Gazette* has been issued. It provides 64 pages of specialized information on all types of disabilities for professionals who work with the disabled and the institutions that serve them.

Features include a compilation of creative experiences with independent living; pain control through self-hypnosis; coping with problems of hospital care; hoists; VA-tested van lifts; female sexuality; and a special report on last October's International Conference on Respiratory Rehabilitation and Post-Polio Aging Problems.

The *Rehabilitation Gazette* is written, edited and published by disabled and nondisabled volunteers. The library and editorial offices are located in the home of editors Gini and Joe Laurie, 4502 Maryland Ave., St. Louis, MO 63108.

The price is $4.50 for persons with disabilities and $7 for nondisabled persons and institutions, plus $1 postage. Donations, payable to Rehabilitation Gazette, Inc., are tax-deductible.

**Be a Star.** The Performing Arts Theatre of the Handicapped (PATH) holds monthly interviews and auditions for handicapped performers and artists (by appointment) via THETA CABLE, the newest way for television producers and casting directors to meet talent.

PATH helps talented handicapped people seeking careers in the theatre, motion pictures, television, radio and other media through training and guidance. Future plans include programs for writers, directors, lighting technicians, set designers and other "behind the scenes" personnel. For more information, contact PATH, 5410 Wilshire Blvd., Suite 904, Los Angeles, CA 90036 (213) 938-7768.

**Exceptional.** The Council of Exceptional Children has issued the second edition of a textbook designed to assist educators in day-to-day instruction, services and management of handicapped and gifted children.

Based on extensive first-hand experiences, the authors, Maynard C. Reynolds and Jack W. Birch, suggest approaches that can be readily adapted to meet the required role changes for regular teachers and other professional personnel.

*Teaching Exceptional Children in All America's Schools* may be ordered for $19.95 from The Council for Exceptional Children, Publications Sales, 1920 Association Dr., Reston, VA 22091.

**Intergenerational Greenhouse.** Congregate and home-delivered meal programs in Cheyenne, Wy., received fresh food from the Cheyenne Community Solar Greenhouse, operated by senior citizen volunteers. The programs got its start through federal funds and is now sustained through community efforts. The senior citizens take part in all stages from cultivation of the plants to consumption. "Intergenerational," "crosscutting" or whatever term applies, the project involves people ranging from senior citizens to disabled people and youth offenders.

*80 X 3. The Nelson triplets—Ted, Ida Nelson Foster and Bill—celebrated their 80th birthday at the Thermopolis, Wy., Senior Citizens Center. The trio has lived in Thermopolis since 1913.*

# Parent-to-Parent:

## *Adjusting to the Disabled Child*

by Yvonne Kristiansson

The shock of learning that one's child has a disability can be quite traumatic. Now, thanks to a team of dedicated volunteers, parents in Georgia facing this problem can get help and support from a program called Parent-to-Parent.

Parent-to-Parent uses other parents of disabled children to bring comfort and understanding to parents who have just learned of their child's disability.

In operation in northern Georgia, the program was developed by Vicki Shanahan and Kathy Reynolds for the Georgia State Council on Developmental Disabilities. Reynolds became interested in the program because of her experiences with her son, who was born with severe brain damage.

Parent-to-Parent grew out of a series of workshops where, repeatedly, the need was raised for a support group to work with parents when they first learn of their child's disability.

Shanahan and Reynolds have since developed several workshops to train the volunteers — a limited number at once.

"We want to grow slowly but solidly, rather than mushroom quickly and not be able to handle the need," Reynolds said.

The program is setting up five new branches and Shanahan and Reynolds expect that branches of Parent-to-Parent will blanket Georgia within two years.

Because of the need for confidentiality, Shanahan and Reynolds enlist volunteers through letters to doctors and social workers who may know parents with disabled children. The letter explains the program and includes a contact card for parents interested in volunteering.

Volunteers are trained to develop skills in dealing with stress. A key point is that supporting parents are not there to advise, but rather to provide support and guidance to new parents during a difficult time.

Letters to doctors and social workers are important in making professionals aware of the program so that they can refer parents who need help to Parent-to-Parent. So far, 55 referrals have been made by professionals.

When a match is made, usually within 24 hours of the referral, the program tries to place volunteer parents as close as possible in proximity to the referred parents. Usually, the supporting parents have a child with the same or similar type of disability. Efforts also are made to match factors such as age, economic level and interests.

Zebe Schmitt, executive director of the Georgia Council on Developmental Disabilities, believes that several key factors have led to the program's success.

One is the fact that Shanahan and Reynolds are dedicated, non-career employees.

"They made a commitment to provide the program with their particular expertise for only a 3-year period, so they are not afraid to take chances," Schmitt said.

The program operates out of the DD office under Schmitt's direction, rather than as a contracted project. "We don't have to pay a contractor's overhead and we have direct control over the coordinators' day-to-day time allocation," Schmitt explained.

Schmitt feels the training manual Shanahan and Reynolds developed is an important item. The loose-leaf notebook format is not only inexpensive, but it gives staff the flexibility to add or delete information for the

supporting parents.

"I am convinced that parents who receive support from the program will become better parents, fewer families will break up and more disabled children will truly be allowed to realize their fullest potential," Schmitt said. ■

*Ed. note: Additional information on Parent-to-Parent may be obtained from Zebe Y. Smith, Executive Director, Georgia Council on Developmental Disabilities, 618 Ponce de Leon Ave., N.E., Atlanta, GA 30365.*

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*Yvonne Kristiansson, a senior at Assumption College in Worcester, MA, is an intern in the OHDS Office of Public Affairs.*

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## NCCAN Produces Training Package for CPS Workers

A new, flexible, child abuse training package, *Child Protective Services: Inservice Training for Supervisors and Workers*, designed for use by child protective services (CPS) workers to strengthen caseworkers' skills, was recently distributed by the National Center on Child Abuse and Neglect (NCCAN). About 4,000 state and local CPS agencies, undergraduate and graduate schools of social work, regional resource centers and national agencies have received these materials.

The inservice training package contains nine audio cassette tapes that, except for the first module, are presented through dialogue. The dialogue is a dramatization in which Maggie Emmons, a new CPS worker, learns about CPS, converses with experienced workers, participates in inservice training sessions and works with clients. The material is designed to reflect the concerns, frustrations, satisfactions and support needs common to CPS workers everywhere.

"One cannot overstate the difficulty of the decisions CPS workers must make," said James Harrell, director of the National Center on Child Abuse and Neglect. "The sensitivity and tact they must demonstrate and the skills they must use at every step in the child protection process makes one believe that much of the quality with which they carry out their duties is dependent upon the quality of the supervision they receive. The package principally addresses one key aspect of supervision—its educational role."

The training materials were developed by Creative Associates, Inc., a minority women's firm in Washington, D.C., under contract to NCCAN.

About 400 packages are still available for distribution. However, public service agencies providing child protective services will receive first priority when requesting materials.

Agencies which have already received these materials are encouraged to duplicate them.

Additional information may be obtained from Alice Low, National Center on Child Abuse and Neglect, P.O. Box 1182, Washington, D.C. 20013. ■

## Keep Learning --

# One Way To Stay Young

by Diane J. Pressley

In the 1980s, the number of college-age (18-22) young people will drop from 29 million to 25 million. That will leave 4 million seats vacant. Right?

Wrong. The seats will be filled by older Americans, much older.

The myth that the ability to learn decreases with age is finally fading. Colleges are offering courses that are attracting older students—homemakers, retirees, and others—to the campuses. In some cases, the campuses come to them—at a community education, recreation or senior center.

According to the College Board in Princeton, NJ, approximately 1,600,000 persons age 35 and older will enroll in college this fall. The board estimates that enrollment for this age group will increase 163 percent by 1990 and will constitute 20 percent of total college enrollment.

Changing demographics partially account for this trend, but social and economic factors are also responsible.

Many retirees and widows discover that they want to be more active than they had once planned, so they head for a college campus to acquire a new hobby, to pursue a subject they never had time for before, or to make new friends.

Others find that they cannot live comfortably on the pensions and social security benefits they receive. And so, they look for a second or third career by way of new or updated skills offered in nearby colleges.

Another positive result in today's adult education is the opportunity for intergenerational activities. Sociologists and educators believe that college students of all ages will benefit from this development.

South Carolina's colleges, its State department of education and its legislature are devoted to the life-long learning concept. They have worked together to exemplify Henry Ford's philosophy of learning and age: "Anyone who stops learning is old, whether at twenty or eighty. Anyone who keeps learning stays young. The greatest thing in life is to keep your mind young."

It is not unusual to see college recruitment ads aimed at attracting older students with such messages as: "For South Carolinians From 18 Through Retirement" (University of South Carolina); "A Special Place for Adult Women" (Columbia College); "Financial Aid For The Returning Adult" (College of Charleston).

South Carolina colleges also have special educational programs featuring the liberal arts for senior citizens 60 and older. "Elderhostel," inspired by the youth hostels and folk schools of Europe, was held recently at Winthrop, Wofford, Francis Marion, and the College of Charleston.

What enables many older South Carolinians to attend college classes is a bill passed by the legislature to provide free tuition for state residents 60 and older at State-supported colleges, universities, and technical schools.

The South Carolina Adult Reading Campaign, sponsored by the State Department of Education and the Wil Lou Gray Opportunity School are other examples of the "second chance" aspect of the life-long learning concept. New careers, increased income, and enjoyable educational experiences are among the infinite benefits enjoyed by growing numbers of older persons. ■

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*Diane J. Pressley is Public Affairs director, South Carolina Commission on Aging.*

# Sources & Resources

**Packed With Pep.** A 10-minute film showing how parents and older brothers and sisters can involve children in physical fitness activities has been produced by The Travelers Insurance Companies in cooperation with the President's Council on Physical Fitness and Sports. *PEP Up Your Life: Fitness for Children* is accompanied by a discussion guide to introduce the film to groups and a booklet explaining specific activities and exercises for children aged 3-12. The film and booklets are available free from The Travelers Film Library, One Tower Square, Hartford, CT 06115.

**Partnerships for the Elderly.** *Elderly Private/Public Partnerships* (Department of Aging, Press Office, Rm. 413 Finance Bldg., Harrisburg, PA 17120, free) discusses the involvement of private corporations in programs that benefit senior citizens and describes two types of partnerships—enterprises and coalitions. The 28-page booklet also includes sections on obtaining foundation grants, using volunteers and "borrowing" corporate executives.

**Children's Health.** Under a grant from ACYF's Office for Families, the Association for the Care of Children's Health (3615 Wisconsin Ave., N.W., Washington, D.C. 20016) has produced two pamphlets for parents of chronically ill children:

*The Chronically Ill Child and Family in the Community* (30 pp., 75 cents) covers a variety of issues affecting families: explaining the illness to the child, taking a family vacation, helping other children cope with their feelings, and managing the child's illness at home, in school and in the community. Organizations and books for parents and children are listed.

*Preparing Your Child for Repeated or Extended Hospitalizations* (16 pp., 75 cents) discusses the needs of children at different ages and offers suggestions for alleviating situations that could be stressful for both parents and children. A list of additional resources is also included.

**EVOLUTION** (Continued from page 1)

coalesced, rather naturally and easily, around the concerns of the participants listed above. Last May, an existing body of corporate and foundation contributions officers, known as the Newark Community Affairs Group, was becoming concerned about the possible effect of federal funding reductions on local non-profit agencies. The group appointed a committee, which I chaired, to identify the relevant issues.

What we discovered was that several other entities were beginning to address the same problem. The New Jersey Department of Human Services was organizing block grant steering committees on a county by county basis. Essex County was embarking on a Citizen Services master plan, and wanted to inventory some 700 service providers by computer. The local United Way was evaluating its committee structure and funding patterns. These individual bodies began to meet as a group, trying to sort out objectives and exchange information.

Our first requirement was common: reliable data on the needs of service providers. United Way helped the county develop program classifications, and a local educational institution provided computer software. The Community Affairs Group contributed funds to facilitate programming. When the data input process is complete, the Essex Partnership will have accurate information on each agency's services, client population, geographic range and funding sources. More important, we will be able to produce profiles of the services available in each community in Essex County versus that community's needs and demographics.

Using these data, the Essex Partnership can better target financial and non-financial resources to local communities. We will be able to encourage cooperation between agencies, evaluate program efficiency and monitor and correct gaps and overlaps in services. A comprehensive approach to planning will be available. Perhaps the most important benefit will be our ability to compile a convincing case to present to businesses which, heretofore, have not contributed to human services in their communities. They will be able to see documentary evidence of immediate needs in their neighborhoods.

None of this information will be new, though it will be packaged in a consistent and readily accessible format. What is novel is the use of such measures by corporate donors to the human services. We, who often made contribution decisions based on narrow fields of interest, tradition and chronology of requests, will now be able to rely on definitive measures of need and productivity.

The big question, of course, is whether businesses will allow this evolution, or revolution, in public-private cooperation. Because of decreased government resources, we are seeing increased budget requests from our existing grantees, as well as pleas from agencies and organizations that never had to approach the corporate sector before.

Ultimately, we foresee a system of community planning councils consisting of service providers and their supporters. These councils would prioritize local needs, provide some joint client intake and coordinate volunteer services. The planning councils would report to the Essex Partnership's Policy Council, which would decide how best to meet the stated needs with available resources. Such resources would include not only government and private funds, but also managerial talent and in-kind contributions. The planning council would also set objective standards of performance for service providers and monitor effectiveness.

The Essex Partnership expects to put its program into effect in two neighborhoods by the early fall. Currently, communities are organizing into planning councils. Each council that wishes to be considered as a test area will submit a survey identifying its needs and collective resources. The policy council will select the two test areas. Later, we hope the entire county will be included in the program.

The benefit of our approach to human services providers and to local governments is evident. But the business sector will gain, too. We will learn more about our communities and become active participants in their affairs, allowing us to offer more appropriate products and services ourselves. Our own employees may be able to utilize the programs we will devise and support. Who knows? We may even learn something about productivity and cost-effectiveness from the hard-pressed, non-profit agencies that we are called upon to evaluate. ■

*Edward A. Nebb is Director of Public Affairs for the Carteret Savings and Loan Association of Newark, New Jersey.*

hds
human development services

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Washington, D.C. 20201

## Calendar

**May**

14 Symposium, "Paying for Maryland's Social Services: Ethics and Policy," School of Law, University of Maryland at Baltimore. (301) 528-3990.

19-22 American Association of Retired Persons, Washington, D.C. (202) 872-4870.

19-22 11th Annual Child Abuse and Neglect Symposium, Keystone, CO. (303) 321-3963.

23-26 American Red Cross, national conference, St. Louis, MO. (202) 737-8300.

31-June 4 Southern Gerontological Society, Atlanta, GA. (404) 588-9273.

31-June 4 American Association on Mental Deficiency: "A Time for Creativity in Education, Training, and Services," 106th annual meeting, Boston, MA. (202) 686-5400.

**June**

6-9 National Association of Parents and Teachers, national convention, Nashville, TN. (312) 787-0977.

6-10 National Conference on Citizen Involvement, New Haven, CT. (703) 276-0542.

17-19 Day Care Council of America, 14th annual meeting and conference, Washington, D.C. (202) 638-2316.

21 Goodwill Industries of America, delegate assembly, Colorado Springs, CO. (301) 530-6500.

22-26 Biennial International Convention, Alexander Graham Bell Association for the Deaf, Toronto, Canada. (202) 337-5220.

25-27 Access to Equality, 1st National Conference on Educational Equity for Disabled Women and Girls, Baltimore, MD. (212) 532-8330, voice; (415) 644-2555, TDD.

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# Human Development News

U.S. Department of Health and Human Services • Office of Human Development Services • Office of Public Affairs

August-September 1982

#E23.10:

## Are RAMS The New Financial Service Industry?

by Jean Glenn

Imagine a safe with $85 billion inside and you have some idea of the estimated amount of homeowner equity in the United States. Yet, even with retired mortgages an increasing number of retired persons are finding it difficult to keep up with taxes, repairs, maintenance and other costs of home ownership. Most would prefer to stay in their homes rather than sell and move to another city where they would be strangers. The problem is this: to discover the combination that would unlock the imaginary safe and release sufficient cash to guarantee elderly citizens continued residence in their homes.

In 1979, the Administration on Aging awarded a 2-year grant totaling $244,000 to the Wisconsin State Department of Health and Social Services, Bureau of Aging. The research and development project was intended to answer three basic questions:

*How can home equity be converted into income?

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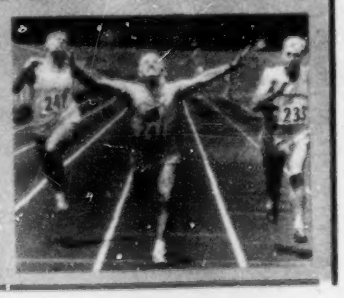

## "Granny Flats" May Be The Answer

by Paul L. Shepherd

A house is not a home. I think of a home as a place of memories, an anchor to one's existence and the gateway to interpersonal fulfillment through friends and neighbors. It is the base from which all other activity emanates, represents a sense of security and stability and is also a place where change is regulated by one's own wishes, rather than by outside influences.

Unfortunately, while recognizing the need for special housing accommodations for the aged, America largely has emphasized the provision of a "house" rather than the development of a "home." Emphasis has been on building a congregate living arrangement through the construction of high-rise apartments and the provision of a rental subsidy to make such units affordable.

Relocation to such a unit results not only in adjustment

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## Parents' Involvement Gives Infants A Head Start

by Tom Brubeck

What happens to a child who enters the world in Cleveland's rough Hough district?

There are sullen, black-red brick walls, deserted homes and the stench of accumulated debris. This is not Muncie, IN. It has been compared with the Watts district of Los Angeles, but the winter wind off Lake Erie can make it grimmer.

On Lexington Avenue near 79th Street is an unpretentious 2-story building that holds, on the first floor, a Parent Child Center. Looking out of a picture window at the Hough district (rhymes with "tough"), one of the most singular sights might escape the casual visitor. It is the window pane itself. It is not boarded or barred and has been intact for 14 years.

In this area, where Shakespeare might willingly lend his phrase, "Life is real and life is earnest," the unbroken window is testimony to the affection that people in the neighborhood show toward this place where infants can learn and where parents get a taste of how it might have been—and might yet be.

Parent Child Centers (PCCs) serve infants from birth to three years. This work is the "early part of Head Start." There are only 37 PCC grantees in the country, according to Richard Johnson, director of Social Services and Parent Involvement in the Administration for Children, Youth and Families.

Out of 22 million children under the age of five, about 4½ million live in poverty or need some help if there is to be anything resembling normal family life. Johnson pointed out that even with many of the Head Start children (3-5 years), there are developmental problems in nutrition, health and mental acuity that could be prevented rather than treated later.

Infants and toddlers are introduced, at that critical period soon after birth, to love, attention, learning and fun. Parents learn to be parents.

One of the byproducts for adults includes receiving tips on employment opportunities as well as information on how to fill out applications and apply for jobs.

Richard L. Jones, A.C.S.W., Ph.D., director of Program Services for the PCC's umbrella agency in Cleveland, Center for Human Services, said that some parents take General Education Development (GED) tests if they do not have high school diplomas. One has become a registered nurse, another a real estate broker. Some move from

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HEAD START (Continued from page 1)

an isolated life to leadership positions in the community as a result of the parent involvement program. One mother, for example, chairs a board in the Metropolitan Housing Authority.

The Hough Parent and Child Center serves about 150 infants and 100 parents. Ten of the adults are men, and more take part when there are family events. As many local people as possible are hired. Thirty-five percent of the staff formerly received AFDC benefits and they live in the area.

If tacos and tamales get mixed with soul food, everyone seems to win. The area is predominantly black, but the population is now about 25 percent Hispanic, and Dr. Jones said the center staff goes out of its way to respect the different cultural heritages of the neighborhood.

The building used for the Hough Parent and Child Center is a former auto-body shop which had been renovated by the Catholic diocese. The church did not charge the PCC for the renovation but receives a modest rental for use of the building. The in-kind, non-federal share received from the church when the PCC began operation in 1968 enabled the center to receive a $175,000 government grant.

In addition, the program received $5,000 a year for three years from the National Council of Jewish Women and an equal value in volunteer services from that organization. This contribution was matched by the Junior League of Cleveland.

"We cannot serve the child alone," Jones emphasizes. "The concept of PCC is to help the entire family. There might be several brothers and sisters and extended families. We become good listeners and learn the needs of the parents. Too often a social worker wants to use a package program, but that does not work with individuals and their individual needs."

The Hough PCC has several components: social services, education, health and nutrition, and strong parent involvement.

It is a self-contained office with a director, bookkeeper, secretary, maintenance man, cook and professional staff—nurse, teachers and family life educator.

There are two classrooms for the children, an activity room for parents, a videotape viewing room and a reception office.

The center also has a home-based component. Five outreach workers "recruit" families and are responsible for about 12 homes each. The clients also visit the center. Making use of their van, the staff tries to have parents and infants at the PCC at least once a week.

There is no automatic way to maintain quality. Jones points out that there was a period when some strenuous work took place to get the place into shape. Thousands of residents had moved to other parts of the city and abandoned homes and vacant lots began to appear throughout the community.

The center, too, seemed to be slipping, with enrollment dropping off and staff morale dropping at about the same rate. With a succession of program directors, there was a lack of planning. The renovated auto-body shop on Lexington Ave. again was falling into disrepair. Meeting rooms were used for storage, bulletin boards remained unchanged, and cluttered classrooms lost some of their appeal to parents and children.

For two years, with strong on-site leadership, the staff got down to business. For example, they stripped from the walls a collection of old handouts and brochures, and in their place hung 11- x 14-inch photographs of the children engaged in various activities. Parents are proud of the pictures, Jones said, and they seem to contribute to the child's emerging self-concept.

A staff personnel committee made it possible for employees to have an effect on their work life. Weekly team meetings of component coordinators and administrative staff helped identify and solve problems, and there was greater collaboration.

Short- and long-range planning helped minimize the conflict among staff. Activities also were geared to parents, especially concerning careers and job possibilities. A 10-week job-readiness program had 95 percent attendance.

"We learned that not only should parents receive information about their children's development, but that it also is important to have activities of interest to the parents, themselves," Jones said.

The parent involvement program took some interesting turns, he noted. Some had never seen a live theatrical performance. Yet, not far from the PCC is a nationally-known black theater, the Karamu House. On seeing plays there, parents expressed pride in the high caliber performance by local residents, and this cultural awakening led to other events.

In itself, this is important. But the real bottom line is the infant who will not have to wait so long to see these wonders. ■

GRANNY FLATS (Continued from page 1)

to new interior living space, but also adjustment to new friends and neighbors and different access to services such as shopping facilities. It represents a break from past memories. I realize that taken on their own, any of these adjustments could be easily accommodated. But as a whole, they could represent the final break from society for those whose social network has, through attrition and relocation, been narrowing as they age.

The aged present unique challenges to those responsible for the design of their housing. Accommodation to the realities of the later years of life need not totally disrupt the informal social network nor become an increased financial burden.

In my view, this country's current housing policy for the aged presents two questions: (1) Are the social consequences of relocation more damaging to an older person than living in a substandard housing unit or in a housing unit that's too large? and (2) Should the housing needs of older adults be separate and distinct from the housing needs of the rest of society?

In each instance, I think the answer is "no." Housing needs of the young and the old could be viewed as harmonious rather than dichotomous. The aged are most often homeowners and have a need to reduce their living space; the young are often looking to purchase larger quarters. Lacking is a coordinated process that allows the aged to reduce their space and make it available for the young.

In Australia, the Victoria Province Housing Authority is operating a program through which older individuals can rent a small, mobile cottage located in the yard of an adult child or friend. Called "Granny Flats," these modular units provide reduced living space with design features geared to the needs of the aged. Moreover, the Granny Flat provides an opportunity for the older adult to live relatively independently while maintaining contact with the social supports that help to preserve independence. In addition, it may provide financial support if the main house continues to be owned by the older person and is rented to new occupants.

A typical flat includes a bedroom, living room, kitchenette, bathroom and storage space. Flats can be located on as little as a one-eighth acre lot. Utilities are provided by tapping those of the main house, something that usually can be accomplished within a day. Costs vary depending on the location.

The flat is built to be movable from one location to another. Therefore, it is rented for as long as needed by the older adult. When it is no longer needed, the unit can be transported elsewhere for use by another aged person.

Interest in this concept has grown in the United States. In 1978, Mayor Bill Hanna of Rockville, MD proposed such a program for his city. Three months later, a rural area agency on aging developed a management plan for the placement of 100 units throughout a 5-county area. Last year, the AARP-NRTA, in cooperation with the Council of International Urban Liaison and the International Federation on Aging, sponsored a "Granny Flats Forum" in Washington, D.C. Barry William Cooper of the Victoria Ministry of Housing in Melbourne spoke of the history and present status of Granny Flats in Australia. A panel of realtors affirmed their support of such an effort in America.

Before that, Ed Guion, president of the Costal Colony Corporation, had taken the idea to heart and produced a prototype unit. Encouraged by the Lancaster County Office of Aging, he displayed the unit in Harrisburg and other Pennsylvania townships. The unit, called "Elder Cottage," has attracted attention within Pennsylvania and from as far away as Mexico. It measures 508 square feet and contains a bedroom, living room, kitchen, bath and walk-in pantry. Currently, it is the only such unit in production for this purpose in the U.S.

I think the constituency for such units is growing. Current economic and political pressures are likely to accelerate interest. The cost of Guion's Elder Cottage is $18,000, installed, compared to HUD's estimated cost of $48,000 for building a one-bedroom apartment. The high cost of new high-rise apartments requires that tenants be subsidized by the taxpayer just to pay their rent. This, in turn, produces a perpetual burden upon the federal budget.

In 1979, I developed a management plan for 100 units for use on Maryland's Eastern Shore. Through a one-time investment to build them, the federal government could provide units for the elderly for as little as $88 a month. This would provide sufficient funds for management of the program and replacement of units at the end of their useful life. Further, it would obviate the need for rental subsidy and reduce the taxpayer's burden, while simultaneously producing a quality living environment. In light of present economics, this may be the strongest argument for the development of a national Granny Flats program. It also may be the hardest to refute, even by die-hard defenders of single-family zoning restrictions.

However, the ultimate success of such a program depends upon sound management and the production of well-built, aesthetically pleasing units. By strictly enforcing regulations that restrict the units to temporary use by older persons, I believe zoning boards may be persuaded that it is in their best interest, as well as the best interest of citizens in general, to permit and promote the use of Elder Cottages to meet the increasing housing needs of America's older adults. ■

*Ed. note: For more information, write to Paul Shepherd, Director, Senior Center Training Institute, Division of Human and Community Resources, University of Maryland, College Park, MD 20742, or phone (301) 454-5856.*

# Worth Noting

*Vincent R. Sombrotto (seated left), president of the National Association of Letter Carriers, shakes hands with Postmaster General William F. Bolger on the signing of a joint management-union statement of support for the national "Carrier Alert" program. Through "Carrier Alert," elderly or handicapped individuals may register with local sponsoring organizations to have their letter carrier watch for an accumulation of mail in their box that might indicate illness or injury. Standing (left to right) are Hamp Coley, senior vice president, United Way of America; David A. Rust, deputy commissioner, AoA; and George M. Elsey, president, American Red Cross.*

*Aaron S. Brodsky reads his winning essay.*

Photo: Bruce Reedy Photography

*During NATIONAL VOLUNTEER WEEK — April 18-24 — the HHS Mid-Atlantic Regional Office in Philadelphia recognized HDS and other volunteers who tutor neighborhood children through Project GIVE (Government Industry Volunteers for Education). Working with the Philadelphia School District Division of Volunteer Services, the volunteers tutor 250 children from 11 city schools. Across the city, nearly 4,000 hours were logged last year by 255 volunteers. OHDS employees in Philadelphia also organized a food bank to benefit the People's Emergency Center, a privately funded agency that provides emergency housing, food, clothing and crisis counseling.*

BANK HELPS MR. "I believe that mentally retarded people should be given the opportunity to live in the community, because..." That is the way all of the essays began, according to the rules laid down by Riggs National Bank of Washington, D.C. But the best words following that phrase were judged to be those of Aaron S. Brodsky, first place citywide winner for 1981-82, according to Bruce Martin, Riggs' vice president and director of its community services department.

The District of Columbia Association for Retarded Citizens has honored Riggs for its work on behalf of mental retardation during the past two years. The bank co-sponsored with DCARC a scholarship program in which local high school students submitted short essays on mental retardation. The scholarship program was awarded the 1981 ARC National Community Awareness Award. Riggs also has devoted three issues of its internal publication to articles on mental retardation.

# Two Agencies That Do Something--Together

**Sometimes collaboration** between social agencies parallels what Mark Twain used to say about the weather: "Everybody talks about it but nobody does anything about it."

At least for the Administration on Aging and the National Institute of Mental Health, the old adage no longer applies.

A few years ago, those agencies reviewed all of the former conferences on the potential for service cooperation or collaboration and tried to determine how they could be made more effective.

They decided that perhaps the most important reason previous conferences missed the mark was the absence of those local and state providers who actually work with clients: the so-called "hands-on" workers. So, they designed a pilot sort of symposium for workers only. Deliberately, those invited were not the experts who told, or recommended, actions for others to follow. They were the people who could actually make use of any plans or strategies they themselves recommended.

That meeting lasted 2½ days and was attended by mental health and aging program workers from four of the 10 federal regions. The results were so encouraging that a contract was awarded to U.S. Human Resources Corporation to conduct two additional meetings for regions V through X. A manual was to be developed which incorporated creative and usable strategies for nationwide use.

One of the better ideas involved pre-conference registration. Priority registration was given to "teams" of participants. One person had to be from a mental health agency; the other from an aging agency. But *both* had to be from the same community.

Instead of the usual mountain of pre-conference reading material, participants were sent a list of activities they were expected to complete before the meetings began. For example, one assignment required a visit to the local agency of the other half of the "team." Aging would visit mental health; mental health workers would visit aging agencies. Each received first hand knowledge of needs, services, clients — and most important, areas of common concern and potential collaboration.

At the conferences, they met in small groups. Together, they identified geriatric mental health services that could be accomplished by working together. They talked about the barriers that stood in the way of success and worked out plans to surmount those barriers so that realistic service links could be established.

When the last conference was held in January of this year, participants were already eager to work together; to share resources and combine professional skills for the benefit of their elderly clients.

"We've been working side-by-side with similar interests and didn't even know about each other," was a comment that was frequently expressed.

Several states were interested in following the example of California's Department of Mental Health. William Long, chief of the Office on Aging within that department, announced plans to conduct similar conferences throughout the state for agencies who had been unable to send staff to the national conferences.

Dr. Mary Ganikos, NIMH project officer who participated in the national meetings, said, "We're hoping for the domino effect as one state after another adopts the idea of working together." ■

# *Sioux Singer Sounds High Notes For Indian Kids*

by Don Collins

Native Americans have a right to be proud of Bonnie Jo Hunt, Hunkpapa Sioux and accomplished concert-operatic artist.

Why? Because she uses God-given talents as a singer to present concerts on reservations to Indian children and in the process help them improve the low self-images they often hold. Her message is, "You can make it. You can be somebody if you work at it."

"I find that too many Indians are hung up on negative stereotypes," says Mrs. Hunt. "As a result, they turn their backs on their wonderfully rich heritage which I believe we must keep alive. Essentially, what I do is fight stereotypes with the arts and a positive self-image. My objective is to present myself as a positive role model—a model who has worked long and hard to become professionally competent."

And competent she is! Bonnie Jo studied singing in New York, San Francisco and Cairo, Egypt and worked with artists in the Bolshoi Theater of Moscow for six years during the 1970s. She is a former member of the San Francisco Opera Company and has performed in goodwill tours for the U.S. Information Service in the Middle East and Africa. In addition to her native Sioux, she sings in German, French, Italian, Russian, Spanish, Latin and English. Her performances include a variety of music—popular songs, show tunes, light opera and classical.

Since 1979, her lectures and concert tours to Indian reservations have been made possible by a grant from the Ford Foundation.

There is no doubt that the kids love her, as witnessed by scores of letters she has received from students. From the St. Catherine Indian School in Santa Fe, NM came the following: "I enjoyed your performance very much. You have become an inspiration to me. I hope I may succeed in my field as you have in yours" and "I'd be proud to be a member of your tribe knowing that you are in there, too."

And, from Sister Marilyn Hick, principal of the Catholic Indian Mission, Standing Rock Indian Reservation in Fort Yates, ND: "Your visit lingers in my mind. I am so happy that you came to our school and that the students received you so warmly. The students have spent time talking of your program and how lovely you sing and how pretty you are. I am happy they noticed many things such as how well you spoke, they mentioned that you looked at them and smiled. These responses come from students in grades 1, 2, 3 . . ."

When students were asked to fill out evaluation forms of Bonnie Jo's performances, many said that they liked best the "variety of songs and costumes." Bonnie Joe believes it is very important to present herself to the children as she does on stage, so that they may learn of different cultures through her performances. When asked what they disliked, the responses were invariably like the following . . . "*Not a thing*!"

Besides her piano accompanist, Mrs. Anna Husband, Bonnie Jo's programs have featured such Indian artists as George Flying Eagle, a dancer, and Gilbert Flying Eagle, a flutist. She regularly involves the children in her audiences by asking them to perform with her.

Last August Bonnie Joe gave her final performance for the Ford Foundation as a project specialist, then stepped into the role of president of Artists of Indian America (AIA).

"It is a non-profit organization with simple goals," Bonnie Jo explains. "We want to establish a strong body of local, regional and national professional artists to provide educational and cultural experiences in Indian communities throughout the states where exposure to the arts seldom occurs."

Because it is virtually impossible to accept all the invitations to perform, Bonnie Joe has begun video taping her programs. She hopes, by mailing out multiple video copies of her programs, to be able to meet the demand she and her AIA associates have created for positive educational entertainment and reinforcement of positive self-concepts among Indian children.

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*Ed. note: For further information, contact Bonnie Jo Hunt, Artists of Indian America, 6636 Mosman Place, N.E., Albuquerque, NM 87110 (505) 881-4093.*

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# *Disabled Minority Members Underserved*

- A Hispanic child with spinal cord injury was denied transportation to a therapy site.
- An orthopedically handicapped black child was refused medical treatment because physicians would not accept his welfare medical assistance card.
- Ten severely retarded Native American children were placed in a nursing home with no educational services.
- A 16-year-old Korean woman who is mentally retarded and has cerebral palsy has been in the United States for one year without receiving any social services.

What these people have in common is that they are members of racial minorities, they are severaly disabled and they receive virtually no human services.

This is what the Administration on Developmental Disabilities learned from seven pilot projects in various parts of the country. The projects investigated whether members of racial minorities are being served, and they experimented with outreach services which could help improve the situation.

Jean K. Elder, Ph.D., commissioner of ADD, explained that two of the pilot projects—one in rural West Virginia and the other in an urban setting in Maryland—dealt with advocacy work on behalf of black people with developmental disabilities. Two projects focused on developmentally disabled Hispanic populations in Washington, D.C. and in a rural area of Texas, another was conducted among Asians in Los Angeles County, and two projects focusing on rural populations were conducted in New Mexico and Arizona.

An additional contract was awarded to the Developmental Disabilities Law Project in Baltimore to provide technical assistance to the seven minorities projects and to report the results.

The minorities project is the result of a cooperative agreement the Administration on Developmental Disabilities entered into with the Office of Civil Rights in HHS. ADD made use of its network of State Protection and Advocacy offices.

Members of racial minorities who are disabled are protected under Title VI of the Civil Rights Act of 1964 as well as Section 504 of the Rehabilitation Act. But they are as evident as the 55-mile per hour speed limit on the prairies, according to some investigators who point out that not only are members of racial minorities unaware of their rights, there is little knowledge of these laws among service providers. Furthermore, agencies often lack bilingual personnel to work with non-English-speaking clients.

The projects found there is a lack of data on racial-ethnic backgrounds of DD clients, a lack of outreach programs to encourage participation of minority members, a lack of services which could be called culturally appropriate, a lack of informational materials—in any language—to inform minority members of human services available, and a minimal number of minority professionals trained in the area of developmental disabilities.

From the study came recommendations aimed at improving services and achieving voluntary compliance with the Civil Rights Act and Section 504. One suggestion is that the Federal Government implement public information campaigns "with built-in mechanisms to ensure that the information is channeled into minority communities."

The report recommends that State Protection and Advocacy offices gear information toward minorities in their states, informing disabled persons of the existence of protection and advocacy offices and services they provide, and that provider agencies take similar steps in their catchment areas.

It also suggests that informational materials use the primary language of the targeted populations and that the government take the time to make information clear and readable. (It was noted that much of the material on Title VI and Section 504 is written by and for attorneys.)

Finally, the report recommends that ADD and OCR clarify policy regarding service delivery to minority persons with developmental disabilities and make clear that all providers of health and human services must make services available to minority persons on an equal basis. It also suggests that they point out to providers that it might take special effort to accomplish this task.

Additional information on the report, *Reaching Out to the Minority Developmentally Disabled*, may be obtained from the Administration on Developmental Disabilities, 200 Independence Ave., S.W., Rm. 340-E, Washington, D.C. 20201. ■

# *Runaway Youth Program Gets Families Involved*

Some youths run away from home because of emotional problems, and some leave because they are normal. It can be a cry of pain or a sign of health.

Whatever the reason, running away not only is a family matter but a problem for society, because there has been a marked increase in the number of runaway youths and because of the likelihood of their being victimized or being drawn into criminal activity. Estimates of the number of runaway and homeless youth nationwide range between 730,000 to 1,300,000.

This was part of the reason Congress established the National Runaway and Homeless Youth Program under the Runaway Youth Act of 1974 (PL 96-509, as amended in 1980). The program is operated outside the juvenile justice and law enforcement systems by the Administration for Children, Youth and Families.

The General Accounting Office's recent report on the program reviewed 17 of the 169 runaway and homeless youth centers from Bridgeport, CT to Lake Tahoe, CA.

Of the centers reviewed, GAO found that a majority of the youths were first-time clients, from the immediate area, referred to the center by service providers, and often accompanied to the center by service providers or parents.

The GAO report said that the three most pressing needs — shelter, counseling and family involvement — were met by all of the centers. Fifty percent of the youths sheltered by the centers during the past year returned to their immediate families or other relatives.

In 12 of the sites, 50 percent or fewer of the clients received aftercare services. The majority of the centers were adequately — though austerely — furnished, well kept and clean.

The report said that program *strengths* identified by youth, parents of former clients, community members and center staff included the existence of a shelter program, counseling and crisis intervention services, family involvement, and the positive characteristics of center staff.

Program *weaknesses* identified by community people and center staff included limited shelter capacity, not enough staff, and limited professional experience and training of some staff members.

GAO said that 98 percent of the parents of former clients believed that their family problems would not have been resolved if the centers had not been there to help.

The report quotes a center director who said, "A kid in trouble is a family in trouble. We do everything in our power to involve the family."

Congress places emphasis on the centers to reunite children with families and to encourage the resolution of problems through counseling. The report said the policy at all centers is to contact parents within 24 hours of a youth's arrival, adding, "When we interviewed parents of former clients, 44 of 51 parents recalled the timeframe in which they had been contacted by the center."

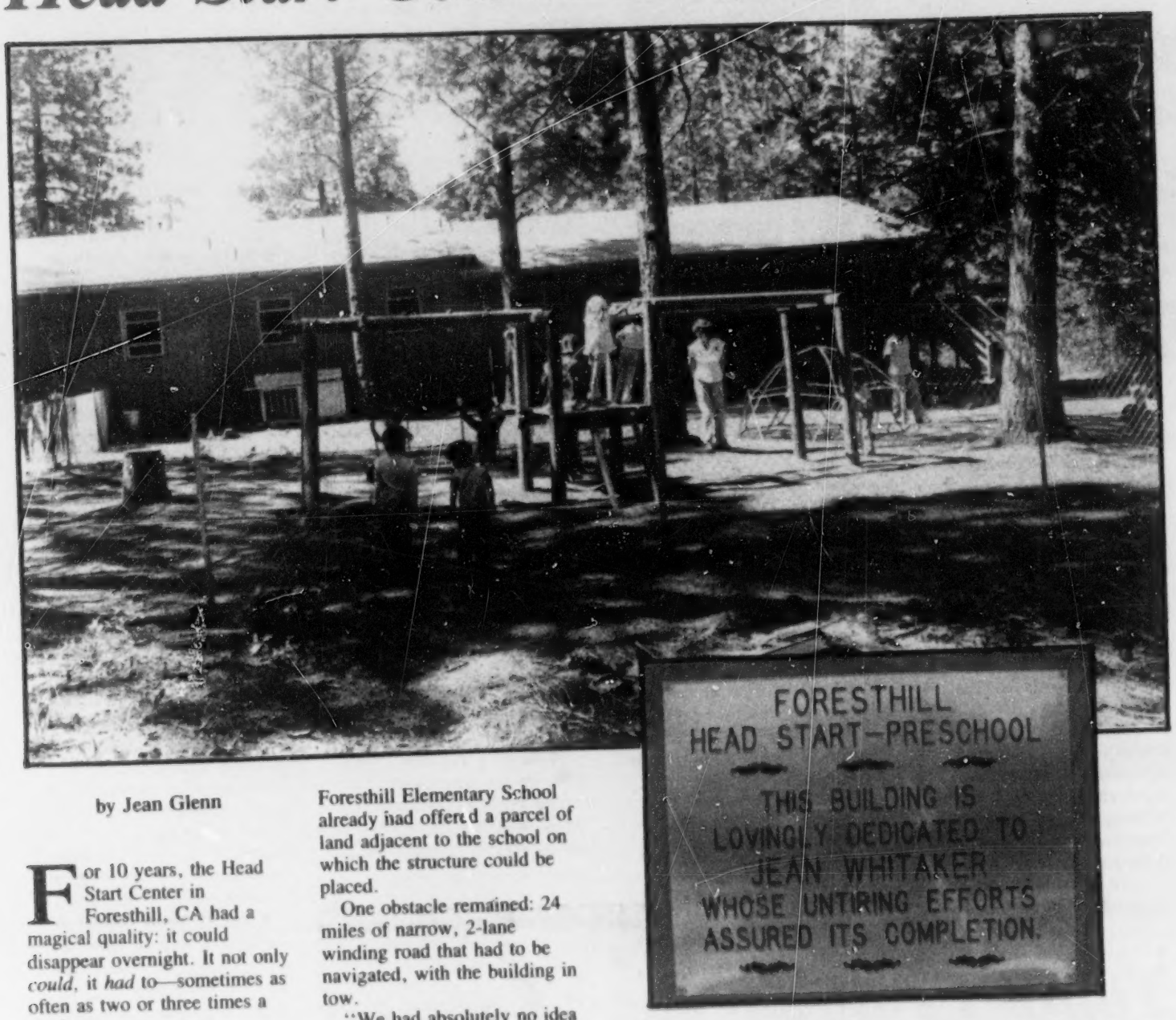
At the majority of sites, staff estimates of abused and neglected clients were: physically abused, 20 to 40 percent; sexually abused, less than 5 percent; neglected, 14 to 30 percent.

Most centers excluded psychotic and violent youths and drug addicts, but these young people were referred to other agencies.

The report said that the 15-day limit for shelter was met for runaway clients and for most homeless clients.

GAO suggested that Congress should look into some areas: "aftercare service is still more the exception than the rule." Second, guidance was suggested from Congress "on the relative emphasis to be placed on different types of outreach activities." Center staff took part in a variety of outreach activities, including speeches, school contacts, advertising, and going out to the streets where runaway and homeless youths are likely to congregate. Third, the nature of youth activities while they are staying at the centers is an area of concern — whether there is too much unstructured time and how much emphasis should be placed on providing recreational activities and developing their coping and survival skills. ■

# Head Start Gets A New Start




by Jean Glenn

For 10 years, the Head Start Center in Foresthill, CA had a magical quality: it could disappear overnight. It not only *could*, it *had* to—sometimes as often as two or three times a week.

That's because it was in the town's community center which also was used once a week for senior citizens' meetings, for the municipal court whenever it met, as the voting place at election times and as the gathering place for any and all local community functions.

Bessie Caesar, Head Start teacher/director, learned how to stack, pack and put away by the clock and regardless of the weather. She dreamed, not surprisingly, of a permanent structure where the heaviest piece of equipment she would have to lift would be a crayon.

Jean Whitaker, a county family worker, and a group of Head Start parents thought they had the answer when they located a 30x80-square-foot modular building, housed in nearby Auburn, about 40 miles outside of Sacramento and 24 miles from Foresthill.

In the fall of 1976, they asked the Placer County Board of Supervisors for the building. Their request was granted for a minimal rental change of $1 a year. In addition, the board anted up $5,600 for moving the building. The Bank of America donated $2,000. Other money and materials were donated by various area businesses. The Foresthill Elementary School already had offered a parcel of land adjacent to the school on which the structure could be placed.

One obstacle remained: 24 miles of narrow, 2-lane winding road that had to be navigated, with the building in tow.

"We had absolutely no idea of how we were going to do the job," Jean Whitaker said. "The owner of a small moving company, Harold Harrington, came to our rescue. He suggested we divide the building into four parts and reassemble it at the new site. Not only that, but he also offered to do it at such a reduced price it amounted to a donation of nearly $4,000."

The relocation operation began one Saturday at dawn. It took two hours each for the four sections to make the trip.

"As each section was pulled through the town, people lined up to cheer as we went past. In a community of 1,500 persons, there's a strong sense of common purpose," Jean said. "Some of the storekeepers even closed their doors and followed us up to the site to see if they could help."

The move was finished by dusk and the building was reassembled, using floodlights and volunteers.

"After that, whenever the weather was good enough we worked at the site," she said. "One Saturday nine of us mothers borrowed a cement mixer. With the help of the father of one of our Head Start children, we mixed sand, rock and cement for the foundation. We got the whole thing poured that day. Mothers with small children who couldn't leave them did their part by supplying us with sandwiches, coffee and soft drinks.

"Another time we had to bolt the building to the foundation. Four or five senior citizens volunteered to work with us on that job. They didn't need any allowances made for age; every job we did, they did. In fact, much of the time their knowing how to do it right saved us a lot of unnecessary labor.

"The building was ready to be sheet-rocked in September 1979. I'm sure that seems like a long time but, remember, we all had families, regular jobs or obligations. That meant our project had to be sandwiched into any available spare time."

Then came the blow.

The board of trustees of Foresthill Elementary School informed the Head Start Center that the building would have to be moved (again!) because they were going to expand the school.

"We were discouraged, tired and plain burned out," Jean said. "It seemed like the end of the line."

But their determination to finish what they had started was stronger than their disappointment.

Whitaker called the Bureau of Land Management of the California Forestry Department and asked for help. Local organizations and individuals wrote letters of support and helped cut the red tape usually associated with such appeals. Petitions, circulated throughout the town, were submitted to BLM. The result of this cooperative effort was the Bureau's donation of an acre of vacant land for 20 years.

Once more the building was taken apart by Harrington's Acme Moving Company and towed to a vacant lot that, to the eyes of the volunteer workers, looked like the final lap of an obstacle course.

"Because this location was in town," Jean said, "we had to move telephone poles or get around them somehow, close certain streets, fill ditches that were in the way and even take down a cattle fence. We literally built a temporary road to permit the trailer to move through."

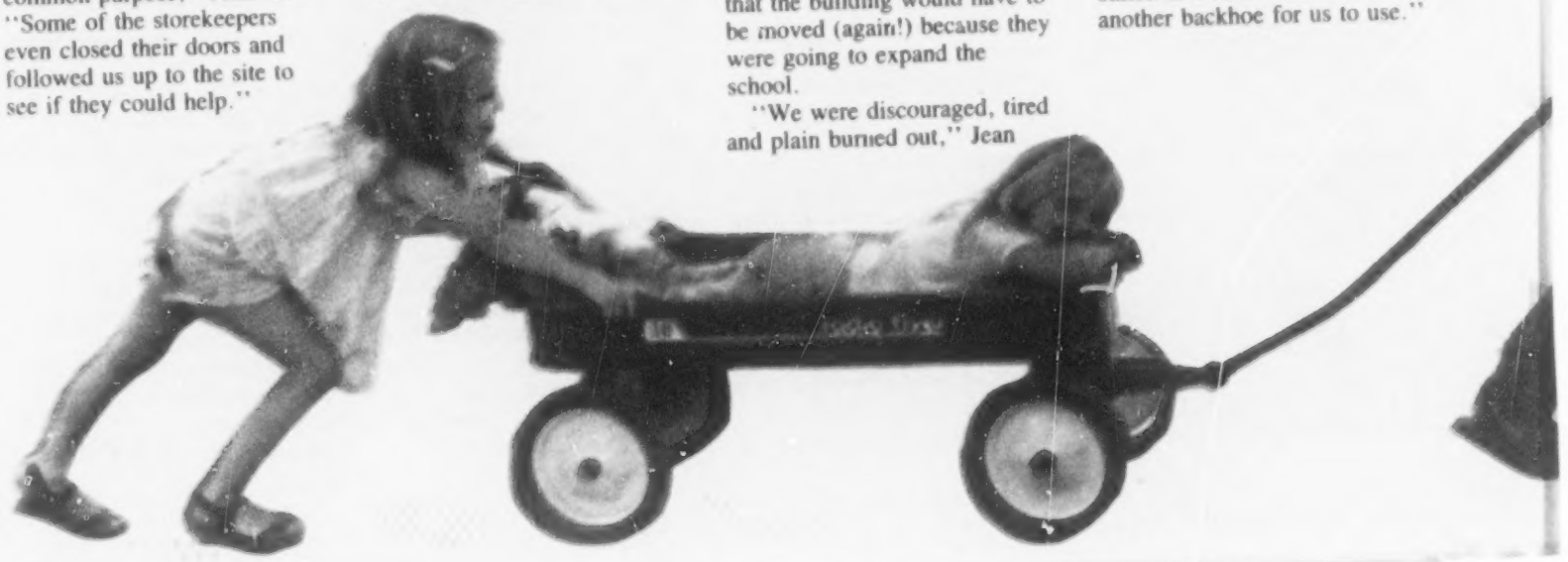
They had to do it all in two days.

With help from parents, seniors, some of the young forest rangers and young men in the county's probation youth program, the work got done.

"I can't say enough good things about everyone. The kids from the probation program were great. Even now, when I see one or two of them in town, they always ask how we're doing and seem proud of the help they gave us," Jean said.

The Placer County Probation Program for Youth is available to those convicted of misdemeanors who are given a choice of community service or detention.

"Maybe it's because we are a small town" Jean added, "but the willingness to help was unbelievable. For example, we had to have a backhoe for a trench on a particular day because the electric company was ready to put in a sewer line. The man who had offered us the use of his couldn't give it to us that day. Instead of just saying, 'sorry about that,' he called around until he found another backhoe for us to use."



Finally, with the building settled in its new location, the ditches emptied, the cattle fence repaired and the temporary road more or less restored to its original state, renovation could begin.

Materials totaling over 30,000 were donated by various businesses in the county. The public utility waived all the hook-up fees. A local lumber company gave several thousand dollars worth of lumber, including trusses to hold the roof on.

"The trusses had originally been designed for a private contractor" Jean explained, "but when they weren't used, they were given to us. The father of one of our children, a carpenter, adjusted them to meet our needs. Young men from the California Conservation Corps (CCC) dug post holes and put up a chain link fence. They also put up the playground equipment we bought with the money donated by Denny's Restaurant employees' 'Christmas Cheer' fund. The Forestry Department teamed up with the CCC for the playground work.

"The Regional Office (HDS' Administration for Children Youth and Families) had given us supplemental funds — $5,760 — for our basic expenses. But we couldn't have done the work without the people in the community who gave so generously of their time, materials, equipment and money. It was the kind of experience you never forget."

As for Bessie Caesar, last January 10 was the day her dream finally came true. With the whole town turned out for the occasion, Bessie watched as an 8-year-old former Head Start student, now able to walk because of the medical attention Head Start helped him get, stepped up and proudly cut the ribbon that officially opened the "new" building. ■

# Older Americans Month

*The 5th annual Senior Olympics, sponsored by the Rhode Island Department of Elderly Affairs, attracted 200 competitors in 14 track and field events. Here, Leo Sullivan wins the 100-meter dash in the 50-to-54-year-old category. Providence Journal-Bulletin Photo by Jennifer Jecklin.*

And how did you celebrate Older Americans Month?

At the national level, the month kicked off with a proclamation by the President and a celebration sponsored by the Administration on Aging honoring the former U.S. Commissioners on Aging. Later in the month, AoA convened two symposia comprised of presentations by nationally known experts on issues related to income maintenance and long-term care. "Aging Together: Intergenerational Relationships" was the theme of the first Commissioner's Forum sponsored by AoA as part of the month's observances.

On May 21, in Sun City, AZ, the U.S. Postal Service issued a commemorative stamp reflecting the intergenerational theme of the month.

A survey of state activities during the month shows that most governor's issued proclamations and State and Area Agencies on Aging developed a wide range of activities—from open houses at senior centers to an elderwalk. A cross section of activities included:

- In Boston, efforts were made to expand the Mayor's Older Bostonians discount program which began in 1975. Through the program, Boston residents who are 60 years of age or older receive discounts from five to 50 percent for a variety of services and products. Several major chains, including McDonald's and F. W. Woolworth's, have joined the discount program and dentists, hearing aid specialists and dermatologists were recruited to offer health care discounts.
- The Mid-East Area Agency on Aging, Brentwood, MO, held an area-wide kickoff for the program called "Carrier Watch" (watching the mail deliveries of the elderly to make certain their mail is picked up within 24 hours).
- The Governor of Nevada presented "The Curmudgeon Awards" to 60 citizens for outstanding services performed at various senior centers in the state.
- In New York City, the 150-voice chorus of seniors and young students featured in the 1982 Academy Award-winning documentary "Close Harmony" performed as part of a special program at City Hall paying tribute to older New Yorkers and to the intergenerational programs in the city.
- In Ohio, in the third annual elderwalk, tens of thousands of older Ohioans walked a minimum of two miles for fitness and fun, at the same hour on the same day throughout the state.
- In Humboldt County, CA, the Area Agency on Aging assembled a survival kit for businesses to give to seniors as part of an effort to expand a senior discount program; a local television station ran a 5-part series on services available to seniors; and a recognition luncheon was held for senior volunteers.
- Springfield (MA) Technical Community College held an "Elder Day" to prepare for increased enrollment of older persons in 2- and 4-year educational institutions. Over 60 persons from the greater Springfield area, ranging in age from 55 to 87, attended.
- More than 500 Virginians, age 55 and older, competed for gold, silver and bronze medals in Virginia's Golden Olympics. Counties across the state sponsored local senior olympics to qualify for the state competition, which featured more than 20 events, ranging from handball to high jump.
- The Hispanic Elderly in Colorado who have contributed to community progress through volunteer work and other efforts were honored at the Second Annual Dia Del Anciano Project. Funding was provided by the Coors Company and Hembra, Inc., a women's organization, arranged for Mexican artists to donate art work for the celebration.

*Opposite: The Ohio Commission on Aging sponsored the 3rd annual Elderwalk.*

*Above: Rhode Island Governor J. Joseph Garrahy, shown here with 100-year-old Leda Mahoney, hosted the 5th annual breakfast for Rhode Islanders 100 years of age and older. Eighteen of the 76 centenarians known to the Department of Elderly Affairs attended.*

**Parent-to-Parent**

In the two weeks after the story on Parent-to-Parent appeared in the May issue of *Human Development News* ("Parent-to-Parent: Adjusting to the Disabled Child" by Yvonne Kristiannson), we received 20 requests for information from 17 different states. These inquires certainly reflect the need for and the value of Parent-to-Parent support.

The success of this program must be attributed to the volunteer supporting parents and community professionals who provide for their training and guidance. Their care, compassion, understanding and unselfish commitment is insuring a better life for newly identified disabled children.

**Zebe Y. Schmitt**
Executive Director
Georgia Council on
Developmental Disabilities
618 Ponce de Leon Ave., N.E.
Atlanta, GA 30365

*Ed. note: Due to a typographical error, Ms. Schmitt's surname was misspelled (as Smith) in the editor's note accompanying the article.* HD News *regrets the error.*

**Housing Bureau**

We would like to communicate with anyone who has had experience in establishing or attempting to establish a housing bureau for older adults.

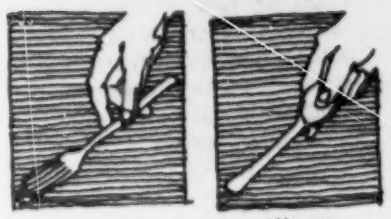
We are in the preliminary planning stages of a housing bureau that would coordinate the related activities of existing agencies in order to provide comprehensive services to elderly persons who may require a change in residence or assistance in remaining where they are. Our bureau would not supplant the agencies presently providing service but assist them by coordinating and updating relevant information, becoming a specialized resource which both agencies and the general public could utilize.

We would greatly appreciate hearing from anyone who would share their experiences with us.

Ted Steinbergh
Supervisor, Adult Services
Washtenaw County
Department of Social Services
2350 W. Stadium Blvd.
Ann Arbor, MI 48103

# Nutrition Services For Elderly Seeks Industry Training Resource

by Tom Brubeck

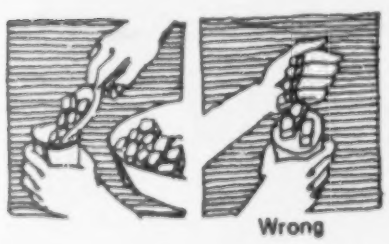

Wrong

When the Administration on Aging began its nutrition program 10 years ago, it was said from the beginning that a high priority consideration in food services was to be cleanliness.

Nutritious meals, of course. And food should taste good, smell good and look good. But one thing which is not a luxury but an essential — especially for older people — is sanitation.

Pathogenic micro-organisms are practically everywhere — in the soil, air, on equipment and utensils, and in about 50 percent of the people who handle food. And the risks multiply as food's journey from farm to table lengthens.

There is no magic button to assure safe food in a single kitchen, let alone in a meals program that reaches out to three million elderly people in virtually every town and hamlet, five days a week, and in many cases extends into the homes. In the first decade of the national nutrition services authorized by the Older Americans Act, there is already a network of 11,800 congregate sites.


Wrong

There have been only a few scares during that decade —and amazing good fortune. But luck can swing both ways. The administration continues to look for a system to protect people against foodborne illness.

While there is no "sanitation" button to push, there is a key to getting through the portal to this objective, and that is the training of people who handle the food. The federal government's responsibility is that of providing technical assistance to the states and to the 670 area offices on aging.

In this era of tight money, the knee-jerk question is how can AoA, at this time, embark on training several thousand food handlers?

Wrong

The training framework already exists in the foodservice industry, which is the country's fourth largest industry, says Commissioner Lennie-Marie Tolliver, Ph.D. Earlier this year, Dr. Tolliver and Caroline Van Mason, R.D., a nutritionist with AoA, met with representatives of the National Institute for Foodservice Industries (NIFI). Its president is William Stratton, former governor of Illinois, who described the broad experience the institute has in training for food safety. It oversees a network of organizations for foodservice management training.

As a result of the meeting, said Dr. Tolliver, the Administration on Aging is entering into a joint initiative with NIFI that will enable the people in the nutrition program

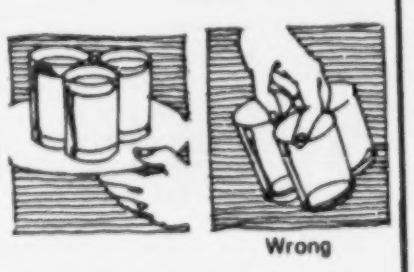

Wrong

for the elderly to make use of the vast training resources already in place in private industry.

Ms. Van Mason points out that while the training will not be free, AoA will not have to find up-front money or start-up money for tapping into industry's existing training system.

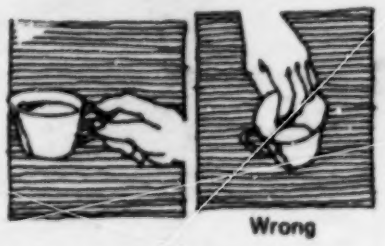
The course is called "applied foodservice sanitation," developed by NIFI, which is an educational foundation, and the National Sanitation Foundation. The course provides an appreciation of the dangers of foodborne illness, information on practical sanitary techniques in food sanitation and facility maintenance, information on motivating employees, and guidance in developing a self-inspection system.

The first round of training in food safety would be for area agencies on aging and then for service providers. Persons would be able to take the training on site — at perhaps 400 areas in the country — or through home study. The home study, says Ms. Van Mason, probably would be supplemented with about four hours of hands-on training.


Wrong

Under the joint initiative, NIFI's curriculum will be expanded to include material dealing with the nutrition program for elderly people. After the material is tested, it will be provided to existing training organizations to use in the classroom and through home study courses. The curriculum for foodservice sanitation could be designed to complement other training available to the states, area agencies and service providers.

Wrong


Wrong

According to those in the business, safe food handling can be achieved throughout the system through staff training. To elderly people, that is the encouraging word from the kitchen. ■

## Names in the News

Five OHDS employees were honored at the Department of Health and Human Services' annual awards ceremony in June. Recognized for their distinguished service and outstanding achievements were:

**M. Gene Handelsman,** associate commissioner of Program Operations, AoA—Distinguished Service Award, the department's highest honor award.

**William A. Crunk,** regional administrator, Region III, Philadelphia—the Secretary's Award for Exceptional Achievement.

**Deborah A. Vickery,** employee relations assistant, Labor and Employee Relations Branch, Personnel Division, Office of Management Services—one of the Secretary's Special Citations given to 10 outstanding employees of the year.

**Russell Armstrong,** director, Office of Fiscal Operations, Region V, Chicago—Departmental Management Award.

**Frances M. Mazique,** Ph.D., education specialist, Head Start Bureau, ACYF—HHS Volunteer Award.

And we thought you might like to know that all three HDS periodicals won awards in the National Association of Government Communicators' annual *Blue Pencil and Gold Screen* competition. June Faris, editor of *Aging* magazine, won first place in two different categories; Dick Swartz, art director, won third place for his photograph that appeared on the cover of the July-August 1981 issue of CHILDREN TODAY; and Jean Glenn, former executive editor of *HD News*, won honorable mention in the newspaper category. There were more than 450 entries in the competition.

# Sources & Resources

IYDP. Activities highlighting the International Year of Disabled Persons (IYDP) in communities throughout the country are described in *The Challenge of Disability: America's Communities Respond*. Published by the U.S. Council for IYDP, the illustrated, 32-page "idea book" contains case studies and examples of voluntary activities. Copies are available at $7.50 each (discounts on orders of 10 or more) from the National Office on Disability, 1575 I St., N.W., Washington, D.C. 20005.

AFTER SUICIDE. The unique grief suffered when someone close has died by suicide is explored in a short pamphlet published by the Mental Health Association in Waukesha County, Inc., WI. Feelings of shock, anger and guilt are examined, and suggestions for talking with children about the death are given. Single copies of *Grief After Suicide* are 50 cents each (less in quantity) from the Mental Health Association, 414 W. Moreland Blvd., Rm. 101, Waukesha, WI 53186.

RESIDENTS MAKE THE DECISIONS. *Resident Decision-Making In Homes For The Aging* is a new manual published by the American Association of Homes for the Aging. The book is a technical assistance guide for administrators, activity and social services directors and residents in housing as well as nursing facilities. The text addresses issues such as the costs and benefits of resident participation; formal and informal participation and how to start and later evaluate a resident group. It includes a detailed cross-reference index on each type of facility and varied areas of interest. Summary charts, diagrams and case examples are also included. Available from AAHA, Publications Dept., 1050 17th Street, N.W., Suite 770, Washington, D.C. 20036. Price: $3.75 for members; $5.00 for non-members.

YOUNG AND OLD. Two recent books are of special interest to those who wish to help children better understand the lives of older relatives and neighbors, and the relationships they can have with them:

*Grandma's Wheelchair* is the story of 4-year-old Thomas who watches his older brother leave for kindergarten each morning and then goes off for his daily morning activities—helping Grandma, who is in a wheelchair, do her housekeeping chores and being hugged, read to and praised in turn. (Text by Lorraine Henriod, illustrations by Christa Chevalier, Albert Whitman & Co., 1982, $7.50.)

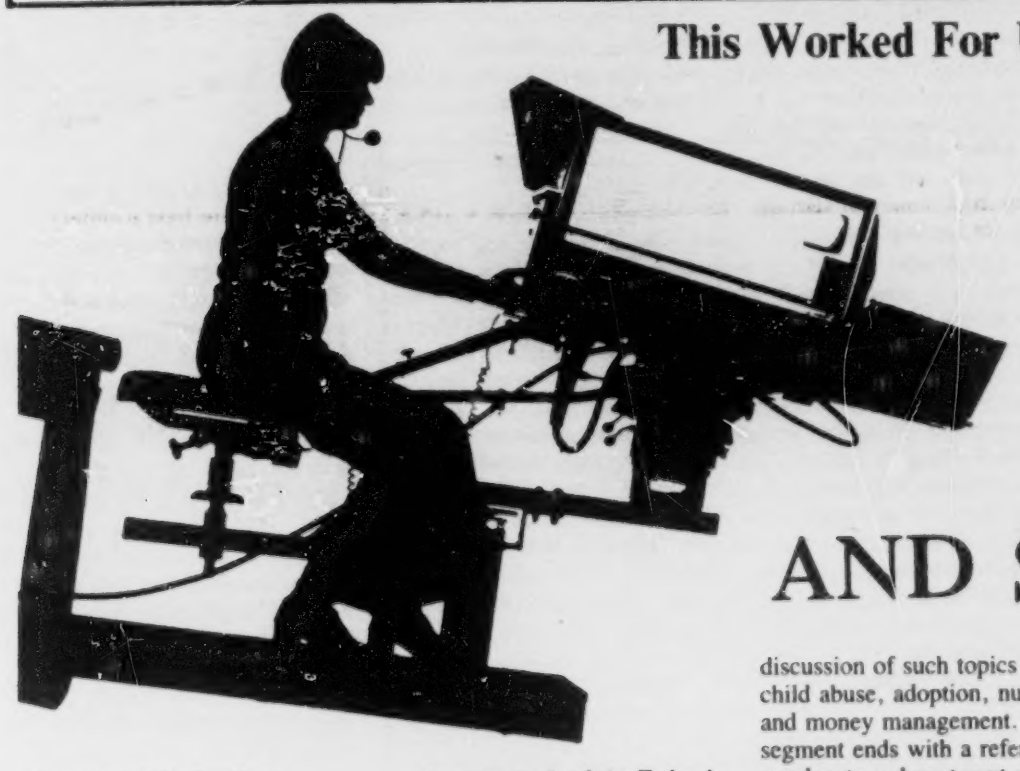
*How Does It Feel To Be Old?* An honest attempt to portray some of the pleasures and some of the limiting aspects of old age, written in the first person as told to a companionable granddaughter. (Text by Norma Farber, drawings by Trina Schart Hyman, Creative Arts Book Co., 1981, $3.95, paper.)

MODEL ADOPTION ACT. To help state legislators, adoption advocates and others study the Model Act for the Adoption of Children with Special Needs, issued by DHHS last fall, the National Committee for Adoption has published an analysis of the model legislation. The *Model Act for the Adoption of Children with Special Needs, accompanied by Section-by-Section Comments and Analysis* (54 pages) is available at $6.00 per copy ($5.00 for 10 or more) from the National Committee for Adoption, Inc., Suite 326, 1346 Connecticut Ave., N.W., Washington, D.C. 20036.

FUNDING SOURCES. The third edition of the *Handicapped Funding Directory*, revised and updated, lists more than 500 corporations, foundations, government agencies and associations that fund programs and services for the handicapped. Also included are guidelines on obtaining grants, addresses and directors of state agencies for the handicapped and a bibliography of grant funding publications. Copies are available at $18.00 each from Research Grant Guides, P.O. Box 357, Oceanside, NY 11572.

NATIVE AMERICAN DIRECTORY. A guide to Native American organizations, schools, corporations, celebrations and media is given in the 300-page *Native American Directory*, published by the National Native American Cooperative. In addition, museums, health and cultural centers, urban Indian centers and cooperatives are listed, together with a buyer's guide to Indian stores and galleries. Single copies are $16.95 each (plus $3.00 shipping) from the National Native American Cooperative, P.O. Box 5000, San Carlos, AZ 85550.

## This Worked For Us



# CABLE TV AND SOCIAL SERVICES

by Richard W. Jacobsen

Since last December, the County of San Diego Department of Social Services has been reaching a potential audience of 360,000 homes through its weekly self-help television series. The series, "Social Services Gamut," is aired without charge over two local public access cable channels. "Gamut" is seen regularly on Southwestern Cable Television channel 15C on Wednesdays at 5:30 p.m., repeating Mondays at 8 p.m. The series is broadcast over Cox Cable channel 24 at 8:30 p.m. Wednesdays with re-runs on Thursdays at 5:30 p.m.

An outgrowth of the Federal Cable Initiative, the local series is the only one to receive assistance from the Office of Human Development Services for a bilingual component. Moderated by Yolanda Thomas, communications coordinator for the department, the "Gamut" shows either contain a Spanish introduction and summary or are duplicated with a complete voiceover in Spanish.

"Social Services Gamut" focuses on a different topic each week with a panel of experts linking a department-funded service with other resources available in the community. A typical show incorporates a dramatic roll-in video-taped segment with a discussion of such topics as child abuse, adoption, nutrition and money management. Each segment ends with a referral number to a department or community entity.

The series is filmed twice weekly at the Southwestern Cable Television studios by a 6-person departmental crew. Novices at the start, the crew received extensive production training by Southwestern's Community Programming Center.

The objectives of this series are:

- to integrate Department services with those available within the community;
- to allow viewers to recognize problems and to help themselves through the program's referral numbers;
- to educate the broader community on changing departmental services;
- to act as employee training aids and morale boosters;
- to recruit volunteers to assist employees;
- to create a forum for the discussion of social services topics at no cost to the county beyond the staff time of the departmental crew members.

Indications are that the series has been well received by the public, employees and other community agencies. At least two severe child sexual abuse cases were reported to the 24-hour hotline as a result of a "Gamut" program. A training program on parenting guidelines that was developed for the cable program has become the nucleus of an effort to prepare volunteers to teach free parent education classes at department offices throughout the community and help prevent child abuse. At the request of the local Child Abuse Coordinating Council, we helped promote Child Abuse Awareness Week by re-running our child abuse tapes; and an informational program on day care providers has been requested for airing on KPBS-TV, the local public broadcasting station.

The use of the "Gamut" series is almost unlimited in training, educational and service delivery areas. We are particularly happy to have found a vehicle that costs nothing beyond staff time and video cassettes to continue to meet the social service needs of the community in an era of monetary restraints. ■

*Richard W. Jacobsen is assistant director, County of San Diego Department of Social Services, 7949 Mission Center Ct., San Diego, CA 92108.*

# *"My Group Home : I Love It!"*

by Yvonne Kristiansson

For 40-year-old Polly Rose, life holds bright promise and future outside the walls of the institution where she spent 25 years of her life. Now, after being out of the institution for a little over a year, Polly has much to look forward to, thanks to Arlington Community Residences Incorporated (ACRI) in Arlington, VA.

Founded in 1975, ACRI is a private non-profit organization that provides quality residential living services within a supportive atmosphere for the mentally retarded and emotionally disturbed in Arlington County.

Funded by the state of Virginia and Arlington County through the Mental Health and Mental Retardation Services Board, the goal of ACRI is to stop needless institutionalization of emotionally disturbed or mentally retarded individuals. This is done by providing local residential alternatives, such as group homes and apartments,

Photo: Yvonne Kristiansson

rather than state schools, mental hospitals and psychiatric or therapeutic institutions.

Polly exemplifies an individual who has been able to step out of the institution and take the all-important first step toward independence.

For Polly, reaching the goal of total independence is a long and hard task, but worth the effort. She works, as do all of the residents in the group homes, in the community. Polly works at the Sheltered Occupational Center (SOC) in Arlington and takes the bus to and from work every day.

Although Polly enjoys SOC, she hopes to be able to get an office job soon.

"I took a 5-week typing course at Northern Virginia Community College through the continuing education department for the handicapped," Polly explained. "I want to take another one, and then look for a job on my own in an office."

Polly then hopes to be ready to marry her fiance, Robert Howard Cratch, who also works in a sheltered workshop, and move into the apartment in which he already lives on his own.

Polly and Howard met over seven years ago in the institution, and now look forward to the day they can be together.

Besides her job, Polly keeps busy with the other residents in her group home with such activities as bowling, dancing and even long-distance trips, such as an upcoming trip to Knoxville to see the World's Fair.

"This atmosphere is good for Polly," said Jack Meinhart, counselor at Polly's group home. "The exposure has made her realize her capacity, which she never would have been able to see in the institution. Her interaction with the staff also provides a better role model, and she can express herself and reach goals that she never dreamed of before."

Living in the group home has also helped Polly—and the other residents, as well—learn household management skills. Everyone in the home is responsible for maintaining the house, which includes everything from cooking to daily cleaning chores.

"When Poliy first came here she did not know very much about household management," said Jay Christman, a counselor at ACRI. "She was very dependent, and did not even know how to crack an egg. Now she seems to have adjusted well. She sees more options open to her, and now thinks and talks about future goals and plans."

Deinstitutionalization is a growing trend in communities throughout the country. There are a lot of "Pollys" out there who are also waiting to be given a chance to realize their potential. And while the transition from institution to community can be difficult, homes like the one Polly lives in ease this transition and help to make that first step a little less frightening.

Polly knows that she needs to work hard at becoming independent before she can move out on her own, but when asked if she thinks she can do it, Polly will reply seriously, "I know I can!"

In the meantime, just ask Polly how she likes living in her group home. She will smile and say, "I love it!" ■

*Yvonne Kristiansson, a former intern in the HDS Office of Public Affairs, is a graduate student at West Virginia University.*

# New Members

## Federal Council on the Aging

Eleven new members have been appointed by President Reagan to the 15-member Federal Council on the Aging. Established by the 1973 Amendments to the Older Americans Act, the council reviews federal policies related to the elderly, recommends programs for improving services, conducts public forums and disseminates information on aging issues.

Council members represent public and private social service agencies, national organizations for the aged, state legislatures, universities, business and the professions. About half the current members are 65 or older.

Adelaide Attard, commissioner of the Nassau County (NY) Department of Senior Citizen Affairs, has been named chairperson of the council. Other new members are:

**Margaret L. Arnold,** coordinator of Women's Activities, National Retired Teachers Association/American Association of Retired Persons, Washington, D.C.

**Nelda Barton,** president and chairman of the board, Health Systems, Inc., Corbin, KY.

**Edna Bogosian,** principal insurance examiner, Department of Banking and Insurance, Commonwealth of Massachusetts.

**James N. Broder,** Esq., senior resident partner, Thaxter, Lipez, Stevens, Broder and Micoleau, Washington, D.C.

**Sydney Captain,** Melbourne, FL, member of the Florida Governor's Conference on Aging and a commentator on Florida radio and TV stations.

**Charlotte W. Conable,** coordinator of public policy projects, Women's Studies Center, George Washington University, Washington, D.C.

**Katie G. Dusenberry,** member of the Board of Supervisors, Pima County, AZ and president, National Association of County Aging Programs.

**Anthony Guglielmo,** owner and manager of Penny-Hanley and Howly Insurance Company, Stafford Springs, CT.

**Francis "Peg" Lamont,** state senator, Aberdeen, SD.

**Josephine K. Oblinger,** state representative, Sherman, IL.

**Edna B. Russell,** director of education and training, San Jose State University, CA.

Continuing members are: **Jacob Clayman,** president, National Council of Senior Citizens, Washington, D.C.; **The Reverend Monsignor Charles J. Fahey,** director, Gerontology Center, Fordham University, New York City; and **Aaron E. Henry,** Phar. D., chairman, National Black Caucus on Aging, Clarksdale, MS.

## Child Abuse Advisory Board

Five non-federal members of the Advisory Board on Child Abuse and Neglect were sworn in by HHS Secretary Richard S. Schweiker during National Child Abuse Prevention Week in June.

The board, which contains representatives from government and the general public, works with the National Center on Child Abuse and Neglect in the Children's Bureau, ACYF, and coordinates the work of 19 agencies in the area of child abuse and neglect.

The new members are:

**Barbara Allen,** Fort Myer, VA, wife of General Lew Allen and principal advocate of a family support center program now being demonstrated at eight Air Force bases in the United States and abroad.

**Dr. Bruce Keiton Jacobson,** Fort Worth, TX, associate professor at the University of Texas, Southwestern Medical School, Dallas, and director of the family practice residency program.

**Penelope Kendall,** Watseka, IL, member of the Champaign Regional Advisory Committee to the Statewide Citizen's Committee on Child Abuse and Neglect.

**Judith Sterling Morse,** Pasadena, CA, board member of Pasadena Guidance Clinics who has worked with many other organizations in education and social welfare.

**Donna Stone Pesch,** Chicago, IL, founder of the National Committee for Prevention of Child Abuse.

# THE LAKOTA TIMES Wins Award

**Tim Giago,** founder, editor and publisher of *The Lakota Times*, a weekly newspaper in Pine Ridge, SD, won the National Indian Media Conference (NIMC) Sixth Annual Print Media Award.

Giago began his first issue of *The Lakota Times* in July 1981. Today, the newspaper has a staff of seven, a paid circulation of 2,200, is advertiser-supported, and in the black financially.

*The Lakota Times* is mailed to subscribers in 42 states and 12 foreign countries. It is also recognized as the official newspaper of the Oglala Sioux Indians, although when Giago began the newspaper he did not seek the Tribe's official endorsement to that end.

According to Giago, his newspaper is the only totally Indian-owned, self-sufficient weekly newspaper in the United States. "We had a gross profit of over $100,000 this last year," he noted.

# *A Talking Computer Is A "Most Precious Gift"*

by Margaret A. Bengs

*Les Cory helps Linda Texceira "talk" with her computer. Photo: Hank Pollard.*

Okay. You're 24 years old, can think and learn just like other people, can love and feel emotions just like anyone else. But, because you have a fault in the mechanism which controls your muscles, you can't talk. You can't communicate, or share your thoughts about words, art, science, history, literature or life. You have to keep it all inside.

Well, that was what the world was like for Linda Taxceira from Little Compton, RI, a victim of cerebral palsy.

While Linda today still can't do much of what "normal" people can do, she suddenly received, in her 24th year, what she says is the most precious gift she's ever had: the ability to communicate with a new type of "talking" computer.

The computer that has brightened Linda's life was created by a volunteer—Les Cory, an engineer who while serving at the Naval Underwater System Center (NUSC) in Newport, RI, had become involved in an on-base volunteer program in which people serving in government use their technical expertise to help meet community needs. The purpose is to adapt modern technology, tools at one's fingertips, for innovative uses in civilian life—in this case, to open up a whole new world for Linda and others like her.

To witness Linda using her new computer is to learn a whole new definition of the word "handicapped." She's in a wheelchair, her head often drops; she has no control of her arms. You might assume she is retarded. Yet as soon as you see her communicate with her computer, you know that she is not.

Linda recently demonstrated her new system at a meeting called by the Technical Volunteer Service at NUSC's New London laboratory to recruit more volunteers to help Linda and to launch similar projects with other handicapped people. Early on, Linda told us with her machine, which once she encodes with a message, comes out in a voice: "I don't like people who talk to me as if I were a child just because I'm in a wheelchair and can't move my hands." It doesn't take long to understand that Linda is no child but a bright young lady eager to communicate like the rest of us.

Linda demonstrated how she communicates. As various menus (displays of letters or symbols on the computer screen) flash by her, Linda watches a cursor move continuously along the screen. When it reaches the symbol she wants, Linda stops it by tapping her head against a switch fastened to her wheelchair.

The system gives Linda the ability to store messages. Since it takes her a few minutes to produce a new sentence, she has many messages stored. This particular message she had created the night before to share with us at this meeting.

These words were about Les Cory, who spent over 1,000 hours of his own time, sometimes working until three o'clock in the morning, to create the system for Linda. She said, via her simulated voice:

"When people ask me what the U.S. means to me, I say people who care for other people like this man did in July of 1981. When most men were watching the baseball game, this gentleman came because he saw my needs to communicate which I had never met before. He will remain my dearest friend forever.

"Les and Phil [Les' student] closed the door of silence and opened the door of communication. I wish that every one in this world could have the same opportunity I have had."

Gerry Elias, Les' supervisor at NUSC, had heard about Linda and enlisted Les' help. He put together her system, which according to Les has the sophistication level of a $40,000 piece of equipment, for $3,000, a cost absorbed by the Rotary Club of Tiverton, RI.

Since the system had to be adapted for a person who has no use of hands, the switch, which Linda can touch with her head, was added.

What Linda needs now is some software for people who can't type—software for tutorial programs in science, math and other subjects. She could also use some games.

The "talking computer" is already beginning to stimulate ideas for other uses of technological creativity. For example, a plexiglass board with spaced letters which Linda's father had originally created as a rudimentary form of communication (by watching which letters her eyes picked out, he could spell the words she signaled) has stimulated interest for uses by other handicapped persons, particularly stroke victims and patients in intensive care.

Donna Mansfield, director of the Technical Volunteer Service, explains that NUSC has over 350 volunteers working in surrounding communities. She says she's hoping that the 200 other similar federal laboratories around the country might consider launching similar programs to promote human services and meet other community needs.

Many people in government who have acquired technological expertise experience a special sense of fulfillment when they share this expertise with other human beings and with their community, she points out. "We're hoping to find more ways for these researchers and technicians who are more or less cloistered to talk to their communities." ■

*Ed. note: Information about NUSC's Technical Volunteer Program may be obtained from Donna Mansfield, NUSC, Code 0702, Building 80-T, New London, CT 06320 (703) 447-4603.*

*Margaret A. Bengs is HHS director of Public Affairs, Region I (Boston).*

# Calendar

**August**

27-30 North American Council on Adoptable Children: "Meeting Children's Needs, So Alike, So Different," New York City (202) 466-7570.

**September**

12-16 National Indian Child Conference, Phoenix, AZ (505) 265-8705.

12-16 National Association of Meal Programs, 9th annual conference: "Bridges to Change," Pittsburgh, PA (412) 231-1540.

19-22 National Rehabilitation Association, national annual training conference, Charleston, SC (202) 293-7550.

**October**

10-13 American Association of Homes for the Aging, 21st annual conference: "AAHA in the 1980s: Progress Through Initiatives," Atlanta, GA (202) 296-5960.

12-16 National Council on Family Relations, 44th annual meeting: "Families and Government," Washington, D.C. (612) 331-2774.

14-18 National Council for International Visitors: "Action for the 80's, the International Visitors Today-the Leader Tomorrow," Western regional conference, Portland, OR (202) 332-1028

15-16 United Neighborhood Centers of America, Northeast regional conference, Philadelphia, PA (212) 679-6110.

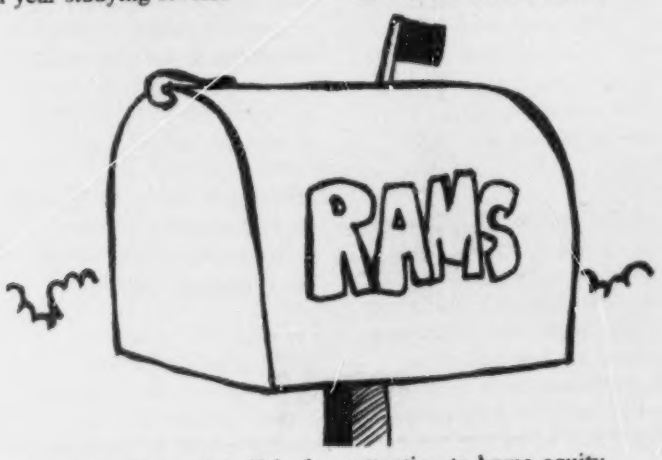
RAMs (Continued from page 1)

*Who needs and wants it?

*How can older homeowners choose a sound plan that meets their needs?

As the work progressed, however, it became apparent to project director Ken Scholen that a fourth area — networking and promotion — was a "major ingredient" necessary to finding answers.

"We knew there were a few small-scale experiments being planned or already initiated in various parts of the country," he said. "For example, Wisconsin had spent more than a year studying reverse




mortgages. Also, a handful of academicians had written about different aspects of the idea, but the generic notion of 'home equity conversion' hadn't really come into focus. Moreover, the few individuals actively interested in the idea hadn't yet established communication with one another."

And so, for the past two years, the Home Equity Conversion Project of Wisconsin has carried the responsibility for nurturing and coordinating a national HECP network. It became the national resource center and clearinghouse on home equity conversions, directly distributing over a million pages of information in response to requests from nearly 9,000 individuals in all 50 states and more than a half dozen foreign countries.

As if that were not enough, Wisconsin's project stimulated the application of financial, human and in-kind resources to the development of home equity conversion. It sponsored the first national conference and produced the first book on the subject. A major feature, often overlooked in research projects, was the promotion of a strong and diverse program of national and local media attention to home equity conversion.

**The Results**

Across the country, projects have been — and still are being — developed. One which Scholen describes as "outstanding" and "the single most productive pilot project in the field" is the San Francisco Development Fund's Reverse Annuity Mortgage Project.

The development fund is a non-profit corporation directed by a group of Bay Area business leaders. Funding for a 2-year demonstration project was provided by the San Francisco Foundation's Buck Fund ($80,000), the Ford Foundation ($25,000) and the Federal Home Land Bank's board ($47,500).

Unique to the project is an operating committee whose members were recruited from among industry executives to make decisions and provide data and resources. The committee includes lender members from Bank of America, Crocker Bank, Wells Fargo Bank and Citizens Savings and Loan. Don Ralya, the project's director, said all the institutions were committed to set up reverse annuity mortgages (RAMs) during the demonstration period.

The first person to receive the benefit of a reverse annuity mortgage was Sara Ruffner, who had seen her mortgage-free home increase in value from $25,500 in 1969 to its current estimated value of more than $200,000.

Reverse mortgages are actually a loan against the home's value. Ruffner, for example, could have qualified to receive the limit ($152,000), paid monthly over a period of 10 years. At the conclusion the loan, with its fixed rate of 14 percent interest, would be due. Ruffner hopes good investments will permit her to repay it. If not, but if her home has continued to increase in value, she may be able to get a second loan.

A different approach is being used in Buffalo, NY. Called Home Equity Living Plans, Inc. (HELP), it is funded by a $1.3 million federal Community Development Block Grant.

Norman Bakos, a Buffalo city councilman, became interested in finding a way to help older people who were "land-rich and cash poor" when his mother, who owned her house, was refused a loan to buy a new car.

Under the plan Bakos fostered, the owner of a home signs the deed over to HELP but continues to live in the house without any responsibility for maintenance, repairs, insurance or taxes. In addition, the owner receives a monthly check, based on the appraised value of the property and his or her life expectancy.

Another option for elderly homeowners was developed by the Fouratt Corporation in Carmel, CA. Called a "sale-leaseback" plan, an investor buys the home and pays the taxes, insurance and maintenance. The former owner's rental of the property is guaranteed for life. The investor makes monthly payments, less the agreed upon rental cost. The rent never can exceed 50 percent of the income. If the former owner continued to live after the investor's debt is paid off, an annuity — purchased by the investor at the time of the sale

— takes over. If the former owner dies before the debt is paid, the balance goes to his or her estate.

By far the most extensive and intensive private sector development effort is, according to Scholen, the effort of American Homestead, Inc., of Moorestown, NJ.

In a recent interview, James Burke, president of the firm, described the genesis of his idea for an open-ended reverse mortgage plan that would pool the risk of mortality, appreciation and mobility.

"You first have to realize that about 50 percent of our elderly population were not covered by any pension plan; or, if they were, those plans were tied to wages of 30 years ago.

"Although most managed to have some savings, their main investment — I would say 90 percent of what they have — is tied up in mortgage-free home equity.

"The plans for releasing that cash seemed, to me anyway, to have one flaw. What if the older person outlived the reverse mortgage by a considerable number of years? Or, what if the home lessened in value instead of appreciating — even though we know real estate has pretty much indexed itself to inflation?"

As Burke views it, that risk could be minimized if, instead of a slightly nervous single investor or bank, there was an aggregate of investors — insurance companies, for instance, or large pension plans — who could share both the profits and the risks.

He envisions a Lifetime Income Plan and has invested "about a million and a half dollars" of his own money, he says, to encourage others to launch a nationwide home equity conversion plan. With $100 million more already committed, he hopes to have the plan available this year.

This is how it would work. Homeowners over 65 would receive a lifetime income as a loan with both principal and interest paid by their estate from the proceeds of their house. American Homestead would share in the appreciation. That would be determined by the homeowner and could vary from 25 percent to 100 percent. Interest rates would be constant and are anticipated to be about 10 percent below market rate. If the homeowner lived much longer than expected, the payments and accrued interest could exceed the value of the house. But with the aggregate investor aspect of Burke's plan, the loss would be minimal because it would be so widely spread.

"I'd like to emphasize that we would *not* be on the deed and there would be no lien against other assets of the estate," Burke said.

In the final report on the national home equity conversion project, Ken Scholen said:

"Perhaps the single most important product of the study has been intangible. A federal R&D project cannot create a financial services industry. But it can help create and support the conditions in which such an industry is most likely to take root and grow. Taken together, the project's various activities have brought about greater public awareness of home equity conversion. They have contributed substantially to the atmosphere of opportunity and potential that has attracted and sustained pioneering innovators in the field."

He added that the Administration on Aging "has played a central role in the early development of what one day will become a new financial services industry.

"That is a uniquely creative and visionary achievement for a governmental agency." ■

**hds**
human development services

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October, 1982

# Human Development News

## Business and Industry And Human Services: The Bottom Line

by Tom Brubeck

PUTTING the bottom line up on top, how can a business or corporation afford to help with human services?

The OHDS Office of Public-Private Sector Initiatives points out that helping with human problems has built-in opportunities for business and industry. And the work offers opportunities for the economic growth of the entire country, which also aids business.

For a moment, let's step inside a repair shop in Livermore, CA. A young man lines up some bicycle parts on a workbench and begins putting the brake mechanism together. After it is assembled, he gives the wheel a turn, watching the machine's sparkle and listening to its smooth whirr.

This is the 21st bicycle that he and three other mechanics repaired today for employees at Lawrence Livermore Laboratory.

The men have learning disabilities—or mental retardation. As with most retarded persons, theirs is mild. With some extra exposure to the intricacies of mechanical devices, they are able to do what many, so-called "normal" persons do not master in a lifetime. They can take apart the bike's rear assembly, clean and grease the parts, and get it back together without having any parts left over.

These are real jobs, not makework. The men maintain 800 bicycles, usually repairing 25 to 30 a day.

Elsewhere at the laboratory, retarded men and women work at office jobs involving collating, sorting parts, stuffing envelopes and assembling manuals.

Corporate community involvement stems from a sense of social responsibility. How a corporation is perceived by the public is crucial to its ability to achieve its goals. Nothing improves a corporate image more than involvement in the human services needs of the community.

As any other residents of their communities, corporations require adequate public service protection and adequate representation in the collection and spending of tax dollars. A concerned corporation can have a great deal to say about the way government is run, and a greater voice in the delivery of services to the public.

And private sector involvement is fiscally sound—many efforts have direct returns in reduced operating costs as well as indirect returns in an improved corporate image.

Some decisions made by corporations in the area of human services are attempts to solve new problems. A change in demographics, for example. McDonald's Restaurants finds that there are fewer young people to work in their fast-food business, and older people are now being recruited for these jobs. Some of the elderly people have not worked for years, but the customers like them and they are doing great.

(Continued on page 12)

## A Venture in Community Cooperation

by Lois T. Case

Of the 12,000 infants born each year in Fort Worth, TX and surrounding Tarrant County, about one-fourth are born at the county hospital, John Peter Smith Hospital, which serves low-income and indigent families. Of these 3,000 infants, 15 percent—or 450 infants—are treated at the hospital's Neonatal Intensive Care Unit and are considered at risk for developmental disabilities or delays.

(Continued on page 12)

*CDP physician Judith P. Schwartz, M.D., gets acquainted with a new program participant.*

## Virginia Encourages Volunteers in State Government

by Rose Greenspoon

The Virginia Division of Volunteerism began in 1974 as the State Office on Volunteerism, under Executive Order of the Governor. Since that time it has undergone a change of name as well as a change in status. In 1979, the Virginia State Government Volunteers Act was amended to establish the agency permanently as the Division of Volunteerism, situated within the Human Resources Secretariat. The original Act, passed in 1977, had served to firmly encourage the use of volunteers in all areas of state government.

After eight years, the agency continues to operate with a core staff of only four and one of the smallest budgets in state government. However, its responsibilities, as outlined in the legislation, constitute broad goals. From these goals, specific, quantifiable objectives were formulated to serve as an action plan for the year. Four basic service areas or functions emerged: training and conferences; technical assistance; information dissemination and public education; and recognition of volunteer efforts.

On the premise that a volunteer program must be as well managed as any for-profit business, the division offers workshops geared mainly to the managers of volunteer programs. The aim is to strengthen the operation of the program by giving the volunteer coordinator a strong base of management.

We point out that the decision to start a volunteer program should come from the top administration and filter to all corners of the department; that lead responsibility should be assigned to a senior person; and—very important—that a volunteer program should be

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integrated within the total service delivery, not as an auxiliary or add-on.

In one workshop series this year, the division offered "Basics of Volunteer Management" for organizations that were in the beginning stages of developing a volunteer program or experiencing basic problems with their current programs. It covered such topics as the history and benefits of volunteer programs; program planning activities, including writing job descriptions and recruiting volunteers; program operation—screening, placement and contracting; orientation and training; supervision and dealing with problems; record keeping; motivating, recognizing and rewarding volunteers; and evaluating the program.

"Advanced Volunteer Management: A Laboratory in Personal, Professional, and Program Rejuvenation" was the next step for those who had attended the "Basics" workshop or had had at least two years of experience in volunteer program management.

Workshops on "Effective Boardsmanship" were open to board members and staff, paid and unpaid, of voluntary organizations who had an interest in improving the effectiveness of their boards of directors.

Most of the workshops are announced through the division's newsletter, *Volunteer Virginia*, and take place at convenient locations throughout the state. Some, however, are specialized, as were the sessions prepared for 11 local welfare departments which previously had either fledgling volunteer programs or none at all.

In Washington County, for example, as a result of these sessions, the Department of Social Services now has a full-blown volunteer program under a supervisor of special services. One of its most successful activities started out as a Christmas party for deprived residents of the area. Volunteers from the department had approached the management of the Martha Washington Inn in Abingdon for donations. But the management didn't take to that idea. They said that they wanted to *give* the party. And gave it they did—in all the elegance and splendor of the Martha Washington.

Some of the guests were elderly, none had close family ties or friendships, and few, if any, had ever been entertained at the likes of the Martha Washington. The staff of the Inn had such a good time—not to mention how much the guests enjoyed it—that they didn't want to wait until the following Christmas for a repeat. They decided to do it every month, and so for nine months of the year (excluding the three busiest summer months) selected groups of needy people are hosted by the staff of the Martha Washington, with transportation for party-goers provided by volunteers involved with the Department of Social Services.

And in Hopewell, under the aegis of the Department of Social Services, volunteers run Shepherd's Place, a clothing center where the needy may select two complete seasonal wardrobes a year at no cost. Shepherd's Place is carried on exclusively by volunteers, from donations of clothing, supervision of clients' selections to selling the remaining stock at nominal prices and handling all financial matters.

Most of the volunteer programs in the other nine local welfare departments are thriving—and attest to the value of first-rate training of volunteer coordinators and efficient management of the programs.

Workshops and seminars are targeted to other state agencies, such as the state welfare department's overall volunteer program, and to private organizations as well. Last year, 31 individually designed workshops reached approximately 500 people in private organizations.

A fundamental responsibility of the division's staff is to render individual consultation in drafting policy statements, designing targeted recruitment campaigns, developing recognition programs, securing liability insurance, keeping records and assisting in other management concerns. The intent is to offer the kind of specific and tangible problem-solving assistance that written materials and training seminars cannot provide.

Through a clearinghouse, the division collects, catalogs and disseminates information. We respond to calls from legislators who need material for speaking engagements, citizens wanting to start volunteer programs, volunteer coordinators needing help in specific areas and students writing term papers, and we fill requests for materials offered in *Volunteer Virginia*, which has a circulation of 4,000.

The division's activities extend beyond Virginia. Staff members were invited to present papers, lead workshops or consult in 16 different states during the past two years, in addition to making 24 public presentations and media appearances.

A 15-member advisory committee of citizens appointed by the Governor develops the division's annual work plan each summer. Members are interested and committed, and they often fill speaking engagements, write articles for the newsletter and willingly serve as workshop leaders at conferences. We believe that this active body exemplifies substantive citizen participation in its truest sense.

G. Neil Karn, the director, fills many requests to participate in volunteer recognition programs. It has been the division's practice to supply recognition certificates, signed by Virginia's First Lady as Honorary Volunteer Virginia Chairman, for state agencies to award to their outstanding volunteers.

Volunteers are an excellent resource—and the Virginia Division of Volunteerism will continue to encourage and strengthen this resource. ■

*Rose Greenspoon is the information officer, Virginia Division of Volunteerism, 825 E. Broad St., Richmond, VA 23219.*

## This Worked For Us

*Volunteers relax after cutting and hauling wood for the elderly.*

# Emergency Fuel Fund Demonstrates Spirit of Volunteerism in Rural VA

by Peggy Dotson Hall

IN 1974, when planning was begun for the Mountain Empire Older Citizens, Inc., a local area agency on aging, for Lee, Wise and Scott Counties and the City of Norton (Planning District I) in the extreme southwest corner of Virginia, one theme was voiced repeatedly by the elderly in the area: "How am I going to stay warm this winter?" In a region rich in coal, thousands of the district's older citizens were living in cold homes in the winter months or doing without such necessities as food and medicine in order to purchase heating fuel. In response to this overwhelming need, MEOC established the Emergency Fuel Fund for the Elderly.

Since 1974, when $2,760 was raised locally by MEOC staff to help 28 people, the program has grown through the winter of 1981-1982, when nearly $30,000 was raised locally to help 237 people purchase home heating fuel, groceries and medical supplies and to repair and purchase home heating systems. In the eight winters that the Emergency Fuel Fund for the Elderly has operated, $150,000 has been raised and 1,500 tons of coal donated. At a cost of $50 per ton (the average cost of a ton of lump coal — cost of stoker coal ranges from $75 to $85 a ton), the value of the coal would be $750,000. This was accomplished in an area considered to be one of the most economically disadvantaged in the nation.

The Emergency Fuel Fund for the Elderly carries on the central Appalachian tradition of neighbor helping neighbor. Volunteerism is not a new concept to this region. From the time the region was settled, when neighbors raised barns and built homes, through the days of the coal camps, this tradition has persisted. In the coal camps, a shopping cart was always placed at the end of the check-out counter in the company-owned commissaries (grocery, hardware, furniture and clothing store). Each time families went shopping, they bought some staple item to put in the basket, which was there for the families of miners who had been injured or killed in the mines. At that time, no other help was available, only that which neighbor could provide for neighbor.

MEOC has capitalized on the "neighbor helping neighbor" tradition and raised community awareness of the needs of the elderly. Private individuals, churches, businesses, public institutions and civic clubs have responded. Fund raising events through the years have been varied both in content and sponsorship. Benefit basketball games, walkathons, bean soup suppers, benefit concerts by local gospel groups, country and western bands and the community orchestra, along with local theatre productions, attest to a broad commitment to the community's elderly.

In fall 1979, a most unusual coalition of people came together in a project to provide wood from the Jefferson National Forest for the elderly in Planning District I. To accomplish this mammoth wood-cutting and hauling project, Congressman William C. Wampler, the National Forestry Service, the National Guard, the Big Stone Gap Jaycees, Pi Kappa Phi fraternity of Clinch Valley College and private citizens worked long, hard hours.

The Emergency Fuel Fund for the Elderly was begun long before there was any recognition from the national government of this urgent need of our older citizens. Today, through the leadership of Mountain Empire Older Citizens, local governments, businesses, civic clubs, service organizations, churches and private citizens are putting their share in the basket to ensure warmth, nutrition and medicine for their elderly neighbors. ■

*Peggy Dotson Hall is emergency services director for Mountain Empire Older Citizens, Inc., Wise, VA.*

# Am I My Brother's Keeper?

*Doug and Sylvia Clark enjoy a Nutrition Program Meal at the Kingsville Senior Center, where contributions have increased dramatically in recent months.*

by Carol Lienhard

The question is as old as the Bible: "Am I my Brother's keeper?" The biblical answer was "Yes," and Baltimore County senior citizens give the same answer as they show their care for each other during today's difficult times. This considerate attitude is still present among older adults who are facing the impact of budget cuts on their Senior Nutrition Program.

When the senior citizens on the Baltimore County AAA Nutrition Project Advisory Council faced the question of how to balance the budget without cutting the number of meals served, they realized that those who were more able to give would have to help those less able in order to keep the program going strong.

One council member pointed out that "our government can no longer afford to give even the worthiest of groups a totally free ride so it's up to us to make up the difference between the federal funding level and the actual cost of the meals we want to serve."

The Advisory Council came up with a unique approach to encourage participants to shoulder their share of the responsibility. A catchy slogan was decided on: "Keep Your Friends Around the Table — Give As Much As You Are Able." The slogan was printed on brightly colored signs which also prominently show the actual cost of the meal. The signs were posted in all of the county's 35 nutrition centers where all participants could see them.

The Baltimore County Department of Aging has been amazed at the results of this new approach. The signs have helped in two ways. First, seniors realize that by donating as much as each can afford for a meal, they are helping to provide meals for friends who might be harder-pressed for money. Second, listing the actual cost of the meal rather than a minimum suggested donation (as has been the custom in the past) has opened many eyes to the real value of the meals. "I thought the lunch cost only 50¢," one participant commented. "Now that I know that the program actually pays $1.85 for my meal, I want to contribute more to help everyone eat together."

Because of the signs and the efforts of Advisory Council members who spread the message of increased personal responsibility, the new approach has been very successful. Baltimore County seniors are beginning to realize that *they* are the ones who will lose if they do not support the meal program with more of their own dollars.

The slogan has proven to be a very useful tool. Contributions have increased more than 60 percent during the first quarter of the fiscal year — and have made a big different in funding the Nutrition Program in Baltimore County.

When we look back on hard times in our history, we find that older Americans have always done their part. Now that times are tough again, Baltimore County seniors are once again digging deeper and plugging the gaps so that they can be their "brother's keeper."

*Carol Lienhard is a nutrition educator with the Baltimore County Department of Aging Towson, MD.*

# NCCAN Develops Training for the Navy

STAFF of the National Center on Child Abuse and Neglect (NCCAN) in the Children's Bureau, ACYF, are working closely with the Navy Family Advocacy Program on a project to train Navy personnel who are engaged in family support activities.

The objective of the training is to make the personnel—including chaplains, law enforcement officers, child care workers, educators and drug and alcohol counselors—aware of the general problems of spouse abuse and child abuse and neglect and knowledgeable about the resources that are needed or available to deal with the problems.

To support the project, the Department of Navy has transferred $250,000 to NCCAN to develop the training program. NCCAN has awarded contracts to two minority firms to provide the training—to E.H. White and Company for training Naval personnel stationed on the West Coast and the Pacific command and to Creative Associates for training East Coast and European command personnel.

The training will include information on family dynamics that contribute to spouse abuse and to child abuse and neglect; identification, intervention and treatment methods; applicable Navy policies, procedures and programs; relationship with civilian authorities in dealing with Navy families involved in family violence; and approaches to prevention. ■

# AoA Posters Encourage Contributions

ATTRACTIVE posters are sparking a nationwide program designed by the Administration on Aging to increase voluntary contributions by the elderly for services they receive under Title III of the Older Americans Act.

The model poster, shown here, can be reproduced by state and area agencies on aging for use in senior citizen centers and at sites where older men and women meet for group meals and other services. To help meet rising costs, the centers are encouraging older persons who are financially able to do so to make voluntary contributions towards the services they receive, so that these services can be maintained and expanded to help others.

More than eight million elderly people receive Title III services, and AoA hopes to increase contributions from the $79 million reported in 1981 to $120 million by the end of fiscal year 1983.

The poster designs were mailed to about 730 state and area agencies last spring and have been favorably received across the country. AoA plans to prepare additional materials to help senior centers expand this ongoing and much-needed program. ■

Message from a great Older American:

**Your voluntary contribution toward today's service . . . will help us expand services for other older Americans in our community**

# Doctor, Lawyer, Business Owner: The First Native American Chamber of Commerce

IN the greater Tulsa, Oklahoma, area, the first—and only—Native American Chamber of Commerce is working to stimulate growth in Indian-owned businesses and providing support for Indian professionals and business owners.

Founded in 1980 by the Native American Coalition of Tulsa, the NACC was incorporated in May 1981 and now has more than 60 members, mostly first-generation business owners.

"Indian people have not inherited businesses," points out Jim McColloch, a Cherokee, who owns Jimmy Mac Music Co. and Jana Records and is one of NACC's first trustees. "A child who grows up in a family where the father owns his own business is inclined to want to own one. But our parents did not have the incentives and information necessary to start businesses."

As a first step toward encouraging Indian entrepreneurs, NACC published a handbook for people interested in starting a business. It includes sections on business development, organization and management, bookkeeping and taxes, together with information on special considerations for Indian businesses—such as a law that requires certain percentages of city contracts to be awarded to minorities.

A directory of members has been compiled and is updated regularly. And to recognize members' achievements, NACC awards a plaque bearing the symbol of an eagle to an outstanding Indian business owner selected each month.

Workshops and monthly meetings focus on topics important to establishing and strengthening minority businesses—advertising, business law and obtaining local and federal contracts, for example. As a result of one workshop on financing, presented by officials of the American Indian National Bank, over half of the loan packages developed by those who attended received the bank's approval for financing, reports NACC secretary Ethel C. Krepps.

Krepps, a lawyer, Kiowa tribal officer and another of NACC's first trustees, said that membership has grown rapidly since 20 professionals and business owners began planning just a little more than two years ago. Originating in the state with the largest Indian population, the NACC, members believe, can be a model for a national organization—one that could support a planned, comprehensive effort to promote social and economic self-sufficiency among Indian people.

"NACC was conceived with the philosophy that the opportunity for full participation in the free enterprise system by socially and economically disadvantaged persons is essential if there is to be social and economic justice for minority persons. Their participation is also necessary if there is to be an improvement in the overall national economy," Krepps states. "Our members have demonstrated that they have the ability, commitment and expertise to become exceptional business leaders if given the chance.." ■

## What Others Are Saying

# *Cultural Diversity in the 1980s*

by Diana L. McClure

The challenge to human services agencies in the 1980s is to renegotiate the balance between the Gross National Product (GNP) and the Human National Product (HNP). In order to do this, agencies have to have more understanding of different cultures — the culture of youth, of the elderly, of gender, of ethnicity and of race; of the values under which each group operates; and of the extent to which each relates to the GNP or HNP.

The challenge to the agencies is to help deal with the conflicting demands of the GNP and the HNP. One way we can do this is by setting up ways to facilitat the communication of experience, as we are doing today. For example, Angie and I, as Penobscot Indian and WASP, as well as members of a multicultural panel that includes a Vietnamese, a Central American and a black American, together with participants in our workshop, are analyzing incidents in terms of differences in perception, values held and beliefs acted upon. In our workshop on "The Use or Abuse of Cultural Diversity," we are trying to negotiate cultural differences, not abuse or neglect our human relationship in cultural diversity.

Eight points developed in our training materials are important to keep in mind as individuals and institutions address cultural and racial diversity in the 1980s and figure out how to address a renegotiation of the balance between the GNP and HNP.

First, we must deal with stereotyping and get accurate information about each other. Second, we must understand other cultures' sources of identity — how they see themselves, and how we see ourselves, in order to eliminate stereotyping and to facilitate communication. Third, we need to apply a multicultural perspective in any situation we encounter, in order to avoid premature confrontation. Fourth, we should understand the value differential of the *WE* vs. the *I*, of an emphasis on the sense of community vs. self-interest. Fifth, we must help create an atmosphere of harmony over antagonism, and, sixth, practice the art of conciliation over confrontation. Seventh, we need to assure institutional support for working out problems that arise around cultural diversity issues. And, finally, we need to experience differences, put our personal and professional identity and commitment into relationship with this changing world.

I would like to illustrate a few of these points. For example, how does a worker handle a case of suspected child abuse in an Hispanic household where mother and father are present? Does the worker speak Spanish? If the mother speaks a bit of English, is the natural inclination to turn to her and ignore the father? But the father is the traditional authority in the family. His self-image, his identity, could be shattered by not being addressed as the head of the household.

This cultural castration is abuse of his role and neglect of the culture into which one is entering, factors which make the family feel even more isolated and which create more stress in an already charged situation. The cultural castration might lead to premature confrontation between worker/agency and client. The worker's response might even aggravate the culture conflict that can contribute to a family's disintegration. We need to recognize the cultural dynamics in any situation in order to utilize the strengths and resources for resolving the problem.

Often a worker will jump to confrontation immediately if he or she does not have the skills to deal with the cultural differences. These skills are not only important to accomplish the goal of exploring the child abuse complaint, but they also will have a direct impact on the outcome of the case. They will have an impact on one's future effectiveness in the Hispanic community — or any other community — because the word will get around.

But how does a worker get those skills? Either from your institutional setting or from your personal life. If you have a problem on the job, can you turn to your supervisor for advice, advice based on a multicultural perspective? Are these diverse cultural resources represented in the staffing matrix of the agency upon whom you can call? Is part of your accountability and evaluation of performance based on your ability to deal with differences? For instance, as a day care director, what would you have done to prevent a Native American family from leaving your center because its child came home rooting for the cowboys instead of the Indians, as a consequence of all the TV shows he had seen at the center?

The other side of the coin is what you can learn personally. Look around the neighborhood — is there someone who doesn't speak English but with whom you could share time cooking? You could take that person to the local park to a soccer game — maybe he or she is good at soccer and could become a coach. His or her toes could do the talking.

You might ask people from different cultures to come to your office, to teach you some of the language and something about the cultures.

In other words, there are many things that each of us can do to enhance the experiential dimension of learning. But our sincerity must be seen and felt; we cannot hide behind legal jargon or right but empty words. A minority person in our society *feels* sincerity: he or she judges actions, not words. ■

*Diana L. McClure is president of Freckles Associates, a consulting firm located in Brookline Village, MA, which deals with interracial/cross-cultural relationships. Her article is excerpted from a talk she gave at a meeting of the Cumberland County Child Abuse and Neglect Council in Portland, ME.*

# The Employer Response To Child Care

by Dana E. Friedman

IN 1973, employer-supported child care was called a "miniature curiosity." In recent years, however, there has been significant growth in the number of employers responding to the child care needs of their employees. Where approximately 25 companies and 100 hospitals provided child care in the early 1970s, the National Employer-Supported Child Care Project funded by ACYF estimates that, today, there are nearly 500 employers (half of which are hospitals) providing some form of child care support.

In the early 1970s, most companies thought of an on-site day care center as the only solution. Today, however, employers are considering a variety of alternatives. For example, in areas where the supply of community-based services may be adequate, parents may need only information and assistance to help them select the care that best meets their needs. Then, an employer might provide information and referral services, either within personnel offices, coordinated with an employee assistance counseling program or contracted out to a community-based service.

If parents feel the financial strain of purchasing available child care, employers could respond with some form of child care subsidy, providing vouchers through a dependent care assistance program or salary reduction plan.

Finally, parents may need more conveniently arranged time to attend to their family responsibilities, and employers might respond by providing flextime, permanent part-time work or job sharing.

The solution that an employer selects will be based on a *unique* blend of management agendas, parent needs and community resources. As a result, among the efforts currently underway, no two initiatives were started for the same reason or are administered in the same way.

Consider first, management agendas—that is, the rationale for corporate involvement in day care. The most significant among those employers providing some form of child care assistance is a demand for labor. Our high growth industries, including high technology firms and those in the service sector, are looking for unique benefits to attract labor in short supply. Therefore, recruitment is the management agenda most frequently used to justify support for child care.

Other firms are concerned about retaining the labor force they worked hard to recruit. The potential for reducing turnover, absenteeism and tardiness is also attractive to some employers. For small employers or for those in manufacturing firms concerned about laying off workers, there is another more subtle argument to be made in justifying child care support: Child care might be viewed as an economic development activity and coordinated with job training programs.

If child care is to meet management's needs, it can do so only if it meets parents' needs as well. A company anxious to improve employee morale by serving a free lunch of chicken and ribs will not accomplish its goals if employees are all vegetarian. Likewise, if a company provides an on-site center when family day care is preferred, the program will not be as effective in meeting management's needs because it ignored parents' needs.

The availability of community resources is critical in determining how corporations will respond. The reason why most hospitals establish on-site centers is because nurses work during evenings and weekends when the regular child care market does not accommodate them.

Because certain industries are concentrated in various parts of the country, geographic location becomes an indicator of corporate receptivity to child care. In a recent study of four communities, conducted by the Center for Public Advocacy Research, for the Carnegie Corporation of New York, there were numerous explanations for each city's response to the needs of working parents. For instance, in Boston more companies and organizations are preoccupied with employer-supported child care than anywhere else in the country. Boston has a concentration of high tech firms and hospitals, both experiencing a demand for labor. Boston is also an old city with ethnically rich neighborhoods and a concern for the quality of life. Perhaps most significant for explaining Boston's level of activity is its 47 colleges and universities, whose graduates stay in Boston to run government agencies, voluntary organizations and corporate management.

Houston, on the other hand, has a concentration of industries that suggests greater receptivity than exists. Part of the reason for low levels of activity here is reflected in the fact that Houston is referred to as a city of strangers—as one of the fastest growing cities in the country. Houston has a transient population which does not support the growth of caring networks, as in Boston. The new entrepreneurial spirit in Houston flourishes amidst a frontier mentality of long standing—beliefs in "pulling oneself up by the bootstraps" and "making it on your own" attitudes which would not seem to foster corporate support to working parents.

In Silicon Valley, CA—the home of the semiconductor industry south of San Francisco—a variety of efforts are underway to provide child care with corporate support. Not only do those companies have a demand for labor, but the presidents of those firms are generally young entrepreneurs whose spouses work and who may also have preschoolers. The issue of child care touches them personally. They also run their companies in a more humanitarian way and attending to family needs is a natural extension of the way they do business.

As the fourth city in the Carnegie study, Minneapolis also supports a variety of companies providing some support to working parents. There is a strong Lutheran and Scandinavian influence in the Twin Cities and a deep concern for the quality of life. There is also a long history of corporate giving, and the child care initiatives in Minneapolis tend to emanate from the corporate foundation or community affairs division rather than from personnel or human resources. While magnanimous in their giving for the benefit of the entire community, Minneapolis companies seem reticent to change their internal work policies to accommodate the needs of working parents.

The interaction among work, family and community is what shapes the need for and solutions to child care. Recognizing that not all communities or corporations can or will provide such assistance to their employees, it is important to support the continued strengthening of community-based child care programs, on which most parents rely. If we are to encourage corporate-community partnerships, the services into which we ask corporations to buy must satisfy the company's and parents' needs for stability, dependability and quality.

It appears that corporate child care is currently in an education phase: corporations need to understand more about the nature of family and work conflict and the solutions to it, and service providers need to learn more about marketing their services to business. It is the time to learn from the efforts already underway and design research to more adequately assess their effectiveness. It is also wise to proceed with caution and allow the child care community to shape the emergence of an employer role in child care service delivery so that it preserves the strengths of the current system, respects parents' choice and quality and ultimately serves those in greatest need. ■

*Dana E. Friedman, Ed.D., a consultant in family and work policy, is currently with the Center for Public Advocacy Research, 12 W. 37th St., New York, NY 10018. Additional information on the Carnegie study, and on her recently completed study of the role that state and local governments might play in stimulating employer support of child care and other family services, may be obtained from Dr. Friedman.*

# A PREVENTABLE PROBLEM

# ACCIDENTAL

by Carolyn Reece

DATA collected from 27 projects conducted in the "cold belt" of the nation are yielding valuable information to help health care and social service providers protect elderly people against the risks of accidental hypothermia.

"We're finding that a whole 'layer' of the elderly, particularly the poor, are not receiving the nutritional, medical, fuel assistance and other services available to them," says Joyce Harmon, director of the Center for Accidental Hypothermia in Portland, ME, which is currently analyzing data on some 15,000 high-risk elderly served by the projects. "They tend not to refer themselves for help. To prepare them for the cold months ahead, agencies must act now and use aggressive methods to reach them."

Hypothermia is a condition marked by an abnormally low internal body temperature—typically, 95 degrees F or lower. Accidental hypothermia may occur in anyone who is exposed to severe cold without enough protection. For some elderly people, however, being exposed to indoor temperatures below 70 degrees for even a few hours or days without proper protection can be dangerous.

In general, the elderly are more susceptible because they produce less body heat and may not sense that they are becoming cold as readily as younger people. "Add to this such factors as living alone or in an isolated area, in substandard housing, on a low income and in poor health and you have someone who is particularly vulnerable," Harmon summarizes.

Accidental hypothermia may go undetected at many hospital emergency rooms, partly because many doctors are not familiar with the condition. "When someone is brought in with hypothermia caused by exposure to the elements, medical workers know where the person came from and there's no question about what the problem is," Harmon explains. "But elderly people suffering from hypothermia may exhibit the same symptoms as heart attack victims or persons in a diabetic coma. Low body temperature is almost never even considered as the underlying problem, and valuable time may be spent on other treatments before a person's temperature is taken."

Moreover, she points out, many hospital emergency rooms are not equipped with special low-reading thermometers that register temperatures as low as 88 degrees F. For example, a survey of New York state hospitals by the Brookdale Center on Aging of Hunter College found that half of the hospital emergency rooms had no ready access to low-reading thermometers. A survey by the Center for Accidental Hypothermia of Maine hospitals revealed similar findings.

The outlook for the high-risk elderly is improving, however, largely as a result of activities generated by the center and the projects it oversees to raise awareness of the condition among the elderly, the general public and the medical community, and the methods developed and tested to prevent and treat accidental hypothermia.

It hasn't happened overnight. The effort began in 1977, when Diocesan Human Relations Services, Inc. of Portland, ME received a 2-year grant from the Community Services Administration (CSA). That grant, together with some funds from the Administration on Aging, resulted in a model project designed to locate elderly persons at risk, provide services to them and develop educational and training materials to assist other agencies working with the elderly.

Operating first in a 7-county area of Maine, and later throughout the state, project outreach workers made certain the elderly were aware of the risks and were receiving all of the services to which they were entitled from area agencies on aging, community action programs and other resources.

In addition, the project provided clothing packages containing items specially designed for wearing indoors by the elderly. For example, a local clothing manufacturer made vests that are cut wider and longer for comfort and protection and that, for ease, close with Velcro fasteners. Quilted boots with non-skid soles and Velcro closings were also among the items included.

"Since 40 percent of body heat is lost through the top of the head, we also insisted that elderly participants wear hats inside the house and have plenty of lap robes and quilts to pile on the bed at night," Harmon said. To aid in this effort, the project enlisted volunteers, many of them older persons themselves, to knit hats and lap robes for others. Community groups and individuals donated most of the yarn, and the rest was purchased with project funds.

"This continues to be one of our most successful efforts," Harmon notes. "Last year alone, 15,300 hours of volunteer time was spent knitting for the project—and every person in Maine age 60 and over enrolled in the program has a warm hat to wear!"

As a result of the model project, the Center for Accidental Hypothermia was established in 1980 with funds from the Community Services Administration. At the same time, CSA funded 27 new projects to extend Maine's successful methods to urban and rural areas in 20 states across the upper half of the country (see box). The center's functions include providing training and technical assistance to the projects, analyzing data collected and disseminating research findings and educational and training materials. It continues to provide direct services to the elderly in Maine, as well.

The center has produced a training package for health care and social service providers, a slide/tape presentation and film, and booklets and other materials for use both with professionals in the field and the elderly themselves.

Additional information on its services and resources may be obtained from the Center for Accidental Hypothermia, P.O. Box 3551, Portland, ME 04104. ■

## AMONG THE ELDERLY

# L HYPOTHERMIA

Photos: Kevin Reals

### In Idaho: A Statewide Effort

Eastern Idaho Special Services (EISS) in Idaho Falls—both a designated area agency on aging and a community action agency—received one of the 27 grants awarded by the Community Services Administration to assist elderly persons at risk of accidental hypothermia (see accompanying story). As one of its activities, EISS developed a slide/tape presentation entitled "Accidental Hypothermia: A Body's Energy Crisis."

For the first several months, the project was conducted primarily in the eastern part of the state. In the spring of 1981, however, the Idaho Office on Aging (IOOA) learned of the Brookdale survey and wondering whether this same lack of low-reading thermometer existed in Idaho, asked the Idaho Hospital Association to assist in surveying member hospitals.

The result—that fewer than half the hospitals had access to such thermometers—led IOOA to take steps to expand the EISS efforts statewide. IOOA purchased sets of the slide/tape show so that the office's six ombudsmen for the elderly could present it at senior centers and nutrition sites throughout the state and to other health care and service providers. Community action programs statewide intensified outreach efforts to locate elderly persons at risk and to distribute clothing packages to them.

In addition, a public service announcement by Governor John Evans on the dangers of hypothermia and the services available to help prevent it was aired by radio and TV stations across Idaho.

The program has proven effective in reaching and assisting many of Idaho's elderly persons and in increasing general awareness of the serious risks of accidental hypothermia. Its tools and methods have spread to other states, as well—EISS Executive Director Jack Viggers reports that the slide/tape presentation has been purchased by communities throughout the West and from Vermont to Georgia. ■

*Ed. note: The slide/tape presentation may be purchased for $60 from Eastern Idaho Special Services, P.O. Box 1098, Idaho Falls, ID 83401.*

# Worth Noting

REHAB HEAD HONORED. George A. Conn, commissioner of the Rehabilitation Services Administration, U.S. Department of Education, has received the third annual national Courage Award, presented by Courage Center, a rehabilitation organization in Golden Valley, MN. The award honors individuals who have made a significant impact on a national level in improving attitudes toward and services for the physically disabled. Conn himself disabled, directs the state-federal vocational rehabilitation program, which serves more than one million disabled people.

*Assistant Secretary Dorcas R. Hardy visits the Flower View Gardens housing complex for senior citizens in Floral Park, NY., where older persons enjoy a congregate living arrangement. The housing program staff includes a homemaker, social worker, mental health practitioner and medical aides and offers transportation to medical services. Left to right are: Dr. Abraham Lurie, director of Social Work Services for Long Island Jewish Hillside Medical Center in New Hyde Park; Adelaide Attard, commissioner of the Nassau County Department of Senior Citizens Affairs and chairperson of the Federal Council on the Aging; resident Joe Dubinsky; Miss Hardy; resident Elizabeth Gallegher; and Joy Rich, administrative supervisor of Social Work Services.*

PARENTS IN PRISON. Prison MATCH (Mothers and Their Children), a model children's center program established at the Federal Correctional Institution in Pleasanton, CA, attempts to strengthen family ties and provide positive parenting experiences for incarcerated parents (See ' Children of Incarcerated Parents'' by Louise Rosenkrantz and Virdia Joshua, CHILDREN TODAY, Jan.-Feb. 1982). Now, with a grant from the National Institute of Corrections, Prison MATCH staff members are disseminating information nationally and providing assistance to jails and prisons interested in beginning a similar program. For information, contact: Carla Lowenberg or Carolyn McCall, Prison MATCH, National Council on Crime and Delinquency, 760 Market St., Suite 433, San Francisco, CA 94102 (415) 956-5651.

DISABLED LAWMAKERS HONORED. The National Office of Disability recently honored four U.S. senators and six representatives who have overcome physical disabilities to achieve a high leadership position. The senators are:

- Robert Dole (R-KS), paralyzed arm from WWII combat;
- John East (R-NC) paraplegic through polio and first wheelchair member of the Senate;
- Daniel Inouye (D-HI), lost an arm in WWII combat;
- Charles Percy (R-IL), hearing impairment from WWII service.

The representatives are:

- Charles Bennett (D-3d Dist., FL), polio while with military in WWII;
- Tony Coelho (D-15th Dist., CA), first person with epilepsy to serve in Congress;
- Claude Pepper (D-14th Dist., FL), hearing impairment;
- James Scheuer (D-11th Dist., NY), post-polio person;
- Morris Udall (D-2d Dist., AZ), visual impairment in one eye and Parkinson's disease;
- Larry Winn, Jr. (R-3d Dist., KS), one leg amputated as a result of teenage accident.

# Sources & Resources

FOR PARENTS. *The Salk Letter*, an 8-page monthly newsletter for parents published by psychologist Lee Salk, contains information relating to the psychological and physical health of children from birth through the teenage years. Issues feature interviews with professionals, discussions of common family problems and concerns, findings from research studies and news on legislation. Subscriptions—12 issues for $18—are available from the Salk Letter, 941 Park Ave., New York, NY 10028.

INDIAN LAW. An authoritative treatment of the legal relationship between Indian tribes, the states and the federal government entitled *Felix S. Cohen's Handbook of Federal Indian Law* is now available for $80 per copy from The Michie Company, P.O. Box 7587, Charlottesville, VA 22906. Originally published in 1942, the new edition addresses issues in Indian law not anticipated in earlier treatises and cases, such as land and water rights, tribal independence, government services to Indians, the equal protection principle, and the extent of tribal powers. Over 5,000 treaties, federal and state laws and Department of Interior regulations regarding Indians are covered.

PUBLIC-PRIVATE PARTNERSHIPS. In its report, *Public-Private Partnership: An Opportunity for Urban Communities*, the Research and Policy Committee of the Committee for Economic Development (CED) outlines strategies for urban areas designed to spur greater cooperation between business and local government. According to the committee, declining federal aid and local resources will compel American communities to develop new ways of encouraging economic growth, employment and needed services, and a stronger partnership between business and government can stifulate a revitalization of cities. The CED report, the result of a 4-year examination of public-private partnership efforts, cites numerous examples of what cities across the country have accomplished. Copies are available at 9.50 (hardbound) and $7.50 (paperback) from the committee, 477 Madison Ave., New York, N.Y. 10022.

TV. *Television and Behavior: Ten Years of Scientific Progress and Implications for the Eighties* expands upon and updates the 1972 Surgeon General's report on the effects of televised violence on children and youth. In addition to presenting the widely reported findings linking violence on TV with aggressive behavior among children, the new report discusses research in such areas as the cognitive and emotional aspects of television viewing and the influence of TV on health, imaginative play, socialization and concepts of social reality. Published by the National Institute of Mental Health, a summary of the report—Vol. 1, stock no. 017-024-01129-1—is available for $5 from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

NATIVE AMERICAN ARTS AND CRAFTS. The Interior Department's Indian Arts and Crafts Board has published a 32-page *Source Directory* listing 198 businesses from Alaska to Florida that are owned and operated by Native Americans and offer hand-crafted Indian and Eskimo products. Products listed include jewelry, moccasins, custom-designed dresses, rugs, pottery, basketry, paintings, drums, masks, feather headdresses, and dolls. Businesses appearing in the Directory are artist and craftsman cooperatives and tribal arts and crafts enterprises, as well as businesses and galleries privately owned by Native Americans. Single copies of the *Source Directory* are distributed free upon request to: Indian Arts and Crafts Board, U.S. Department of the Interior, Washington, DC 20240.

CONSUMER FUNERAL PLANNING. *It's Your Choice: The Practical Guide to Planning a Funeral*, contains useful information for both survivors arranging funerals for the deceased and individuals making their own plans. Written by Thomas C. Nelson, senior coordinator of consumer affairs programs for the American Association of Retired Persons and the National Retired Teachers Association, the book includes checklists and planning forms to help readers compare costs and services provided by funeral homes, cemeteries and memorial societies. Single copies are available for $4.50 prepaid ($3.50 for AARP/NRTA members) from *It's Your Choice*, 400 South Edward St., Mount Prospect, IL 60056.

A companion program kit, which includes a 13-minute slide presentation, tape cassette narration, instructor's manual and handout materials for use at group meetings, can be purchased for $17 from *It's Your Choice* 1900 East Lake Ave., Room 1706, Glenview, IL 60025.

PREGNANCY AND ALCOHOL. *Pregnancy on the Rocks . . . The Fetal Alcohol Syndrome*, a 58-min. 16mm motion picture available on film or tape, examines the effects on the child of the mother's limited or excessive alcohol use during pregnancy. Scheduled for broadcast on PBS stations across the country (check local TV listings), the film explores Fetal Alcohol Syndrome's impact on children ranging from 6 months to 26 years and includes interviews with mothers of children suffering from the syndrome. *Pregnancy on the Rocks* is available for $450 per print or tape plus $35.50 for shipping costs from Peter Glaws Productions, 138 B Ave., Coronado, CA 92118.

# ADD Study Examines Changes In Residential Care

A substantial increase in the number of community-based residential facilities serving the severely disabled, coupled with a dramatic drop in the population of large public institutions, are among the recent changes in residential care for the developmentally disabled documented in a 5-year research study by the Center for Residential and Community Services (CRCS), University of Minnesota.

The CRCS Developmental Disabilities Project on Residential Services and Community Adjustment, conducted under a grant from the Administration on Developmental Disabilities, involved 13 separate surveys of community and public residential facilities and residents. Among the major findings are the following:

*At the Courage Independent Living Home in Golden Valley, MN, Don Bania, a quadriplegic, paints, draws and supervises the business end of his growing greeting card company, which features his own mouthstick-painted artwork. Photo: Courage Center*

- Private, community-based residential facilities doubled in number between 1973 and 1977. Between 1969 and 1977, the number of mentally retarded people living in private facilities increased from about 24,000 to more than 62,000, and CRCS researchers estimate that the current population of private residential facilities and specially licensed family day care homes is approaching 100,000.
- In 1967, the average daily population of state institutions was 195,000. By 1981 that average had dropped to 125,000 residents, and the average population per public residential facility had declined from 1,202 in 1967 to 510—the lowest figure in this century.
- By 1978, the average age of first admission to residential care was 18, up from age 14 in 1970—indicating, project investigators note, a growth in community-based services and education and training programs that support families in keeping their handicapped children at home.
- Significant numbers of severely handicapped persons are being served in community-based facilities, and newly admitted residents are as likely to come from their natural homes as from a state institution.

The overall implication of these findings, center researchers conclude, is that there will have to be a reallocation of funds to community-based alternatives. "Community-based facilities must accommodate the release from public facilities of an ever more seriously handicapped population and provide the required level of staffing and services necessary to meet individual needs," they state.

"The real commitment to the concept of deinstitutionalization is not shown by our data on the number of people released to community-based facilities," said project investigator Dr. K. Charlie Lakin. "Rather, it's seen in what happens to them—whether they go to school or to a work setting, whether they have opportunities to get away from their residences and be among non-retarded people, and whether they participate in developmental, medical and therapeutic programs that respect both their needs and their humanity. The data we've collected since 1977 indicate that such opportunities are generally available to people in community settings."

Additional information on the reports and monographs detailing project findings may be obtained from the Center for Residential and Community Services, Pattee Hall, 150 Pillsbury Dr., S.E., Minneapolis, MN 55455. ■

# Michigan Moves Services For Retarded To Community Level

In northern Michigan, the State Department of Mental Health has moved all of its services for the developmentally disabled to the community level.

This conversion of an institution-based system to a community-based system, however, does not mean the end of state services in that area, according to C. Patrick Babcock, acting director of the Michigan Department of Mental Health.

The Alpine Regional Center for Developmental Disabilities in Gaylord serves 21 counties of the northern lower peninsula. The center has provided residential services for about 175 persons. A former TB sanatorium for northern Michigan, the Gaylord facility was acquired by DMH in 1960 and has served retarded persons since that time.

Michigan opened its first center in 1895 at Lapeer, and the number of residents in state centers increased every year until the late 1960s.

"Year after year, more persons were admitted to these large, isolated institutions," said Babcock. "Out of sight, out of mind. Relatively few were released."

He noted that as knowledge of mental retardation increased, professionals came to understand that most retarded persons had far more capabilities than had been imagined and new alternatives were developed.

Calling it a historic occasion, Babcock said that Michigan has now developed a system of community services "which is so comprehensive that the institution is no longer needed as a residential setting." He said it has been a cooperative effort on the part of the Department and its northern regional office, the Alpine Center, and the seven community mental health boards in the region. He pointed out that the conversion of services formerly provided at Alpine has been underway for several years.

Under the new system, the Alpine service center will continue to be responsible for about 300 retarded persons in community settings and about 100 persons in nursing home care.

Two specialized satellite homes of six beds will be operated directly by the Alpine staff, providing care for persons in need of intensive behavioral or medical services. They also will provide back-up services for regular group homes in the community.

The satellite homes also will be the setting for diagnostic and assessment services and will provide on-site training for persons who will work in the community homes.

In addition to the two satellite homes, operated by Alpine, the region in northern Michigan currently has:

- 28 alternative homes for persons requiring a high level of structured programs.
- 46 community homes for people requiring a moderate degree of training and supervision.
- One nursing home providing care for retarded persons who are elderly or have medical problems requiring 24-hour nursing care and supervision.

The Alpine staff will provide clinical and administrative support for the network of homes. Disposition of the Alpine property is being negotiated. ■

## Letters

### RAMs

In the August-September issue of *Human Development News* you reported on the Home Equity Conversion Project conducted by the Wisconsin Department of Health and Social Services under a grant from the Administration on Aging ("Are RAMs the New Financial Service Industry?" by Jean Glenn). I would be interested in obtaining a copy of this report mentioned in the article.

L. Lawrence Carroll
Assistant Administrator, Planning Services
Dept. of Metropolitan Development
Indianapolis, IN

*Ed. note: Updated information on home equity conversion may be obtained from Home Equity, 110 E. Main, Rm. 1010, Madison, WI 53703. Please include a self-addressed, stamped envelope.*

### Two Agencies

I read the article, *Two Agencies That Do Something—Together* (*HD News*, Aug.-Sept.), with great interest.

The article mentions a manual on usable strategies for agencies working together. I would very much appreciate receiving a copy.

Gary O. Sauers, Administrator
Mental Health and Mental Retardation Div.
County of Northampton Dept. of Human Services
Bethlehem, PA

*Ed. note: The manual will be published later this year. For information on obtaining copies, contact Dr. Mary Ganikos, NIMH Center on Aging, 5600 Fishers Lane, Rm. 11A-16, Rockville, MD 20857.*

# Dr. Butler Leaves NIA To Head New Geriatric Department

by Judith Reed

ROBERT N. Butler, M.D., the first director of the National Institute on Aging, has left NIH for The Mount Sinai Medical Center, New York City, where he will head the first geriatric department in an American medical school.

A psychiatrist, Dr. Butler assumed his duties at NIH in 1976, the same year that his book, *Why Survive? Being Old in America*, was awarded a Pulitzer Prize. He traces his interest in geriatrics to his earliest years.

"My grandparents reared me from infancy," he wrote in *Why Survive?* When his grandfather suddenly disappeared, when he was seven, he was told only that he had gone away. But, "With time I realized I was never going to see him again. Dismay turned to fright and then to grief . . . Why did people die? . . .

"If love of my grandfather and old Dr. Rose [the family doctor] brought me to medicine," he explained, "it was my grandmother in the [Depression] years that followed who showed me the strength and endurance of the elderly . . . What I remember even more than the hardships of those years was my grandmother's triumphant spirit and determination. Experiencing at first hand an older person's struggle to survive, I was myself helped to survive as well."

At Mount Sinai, Dr. Butler said in a recent interview, knowledge on aging will be incorporated into studies during the first two years of medical school. Students will learn about pharmacology and older people, for instance, and nutrition and the elderly. Third-year students will attend specialized lectures on specific topics related to aging, while fourth-year students will have a required 4-week period in which they will study geriatrics full time.

In contrast to the United Kingdom, for instance, which has 12 departments of geriatrics in 12 medical schools, the United States had none until now and Dr. Butler estimates that only two percent of present-day medical students are exposed to geriatric education. (The first formal geriatric residency program was developed in the United States 10 years ago; the first endowed chair in geriatric medicine was established in 1977.)

In addition to incorporating geriatric education throughout the four years of medical school, Dr. Butler said, the new department will also institute a fellowship program for physicians. He estimates there is a need for about 12,000 to 13,000 subspecialty geriatricians to teach in medical and nursing schools and allied institutions and to serve as principal physicians and medical directors of nursing homes and homes for the aging.

Clinical services under the new department will include in-patient hospital care. The new department will also have a center on policy studies. "This is probably the first department in a medical school that will have, as one of its parts, a think tank on policy studies," Dr. Butler said. Seed money for the center has already been awarded by the Mount Sinai School of Medicine.

In summarizing his efforts as head of the National Institute on Aging, Dr. Butler said: "In addition to raising general awareness about aging in the United States, the NIA has provided scientific data to support our assertion that diseases and disability, not aging, take the greatest toll on health in later life.

"Twenty-five years ago, it was widely believed that aging and disease were one and the same, but as we learn more about the mechanisms, not just the manifestations, of aging, these views are being revised and the many possibilities for intervention become evident."

Major research efforts at Mount Sinai will focus on problems of senile dementia, as well as on other problems related to aging which have not received much research attention.

"We need more people trained in geriatric medicine, we need to humanize medical education and we need to do research," Dr. Butler said.

In addition to his duties as chairman of the Gerald and May Ellen Ritter Department of Geriatrics and Adult Development, The Mount Sinai Medical Center, Dr. Butler is assuming an endowed chair in geriatrics donated by the Brookdale Foundation.

At Mount Sinai, he will be working closely with Leslie S. Libow, M.D., now Professor of Geriatrics and Adult Development at The Mount Sinai Medical Center and Chief of Medical Services at the Jewish Home and Hospital for the Aged, an affiliate of the Medical Center. ■

# Making It Happen

by G. Richard Ambrosius

WITH the cutbacks in funds available to develop senior centers, many groups have given up or are directing their efforts toward foundation support. Such was not the case in Ocheyedan, a town of 800 in Northwest Iowa. When a few dedicated seniors decided they wanted a building, they went ahead and built one.

For several years, the seniors of Ocheyedan had been receiving congregate meals five days a week in an old community building, inaccessible to the handicapped and with excessive maintenance costs. The program was in danger of being discontinued.

Although the Iowa Lakes Area Agency on Aging could not offer funds, it provided technical assistance in center design and fundraising when the seniors decided to launch their own project. After three Ocheyedan residents donated a lot three blocks long in the downtown area, the group formed the Ocheyedan Senior Activity Center, Inc. and, in March 1981, plans were underway.

A local builder agreed to construct the shell for the 24- × 90-foot building at cost. Volunteers donated over 700 hours of labor and $300 worth of professional services. A fundraising thermometer was placed in the window of a local bank and, by late last fall, funds reached $22,000 and ground was broken. Raffles, dinners, and bake sales continued along with the construction. By opening day, last June 26, over $36,000 had been raised.

Equipped with a complete kitchen, the center serves congregate meals five afternoons a week, offers a variety of social and recreational programs to seniors, and provides the community with a functional facility which is available—on a rental basis—for weddings, reunions, parties and meetings. The Senior Board of Directors plans to bring even more people and activities into their Senior Activity Center.

But most important to the proud and independent seniors of Ocheyedan is that they "made it happen" without a single dollar of federal or local tax revenues. ■

*G. Richard Ambrosius is executive director of the Iowa Lakes Area Agency on Aging, Inc., Spencer, IA.*

*Ed. note: Mr. Ambrosius also reports that the West Bend Dinner Date Satellite Program celebrated its second anniversary last summer—with great success: "For the last 12 months this site has served an average of over 50 meals a day, three days a week at a whopping cost to the the taxpayer of $0!"*

*The site is run entirely by volunteers, and while the area agency on aging does reimburse a driver to pick up and deliver meals to the site, that expense, and the cost of the food, is covered by participants' contributions averaging $1.25 and more per meal.*

# Cable TV Levels Smoky Mountains For Cherokee Indians

by Don Collins

THE Great Smoky Mountains in Southwestern North Carolina are no respecter of television signals. All television sets on the Cherokee Indian Reservation were getting the same treatment . . . colored snow.

Enter the Cherokee Cablevision Company, a tribal chartered enterprise, which, with grants from the Departments of Commerce and Housing and Urban Development, began in January 1981 a cable TV operation which now serves over 1,000 homes on the reservation. "We have come from half a channel to the point of now offering 12 channels of TV programming and 14 FM music channels to our subscribers," said Edie Williams, general manager of Cherokee Cablevision.

Today, Cherokee Cablevision provides subscribers access to ABC, NBC and CBS-TV; Cable News Network; Super Station WTBS, Atlanta; a movie channel; C-Span; a local origination channel and other Public Broadcasting System educational channels.

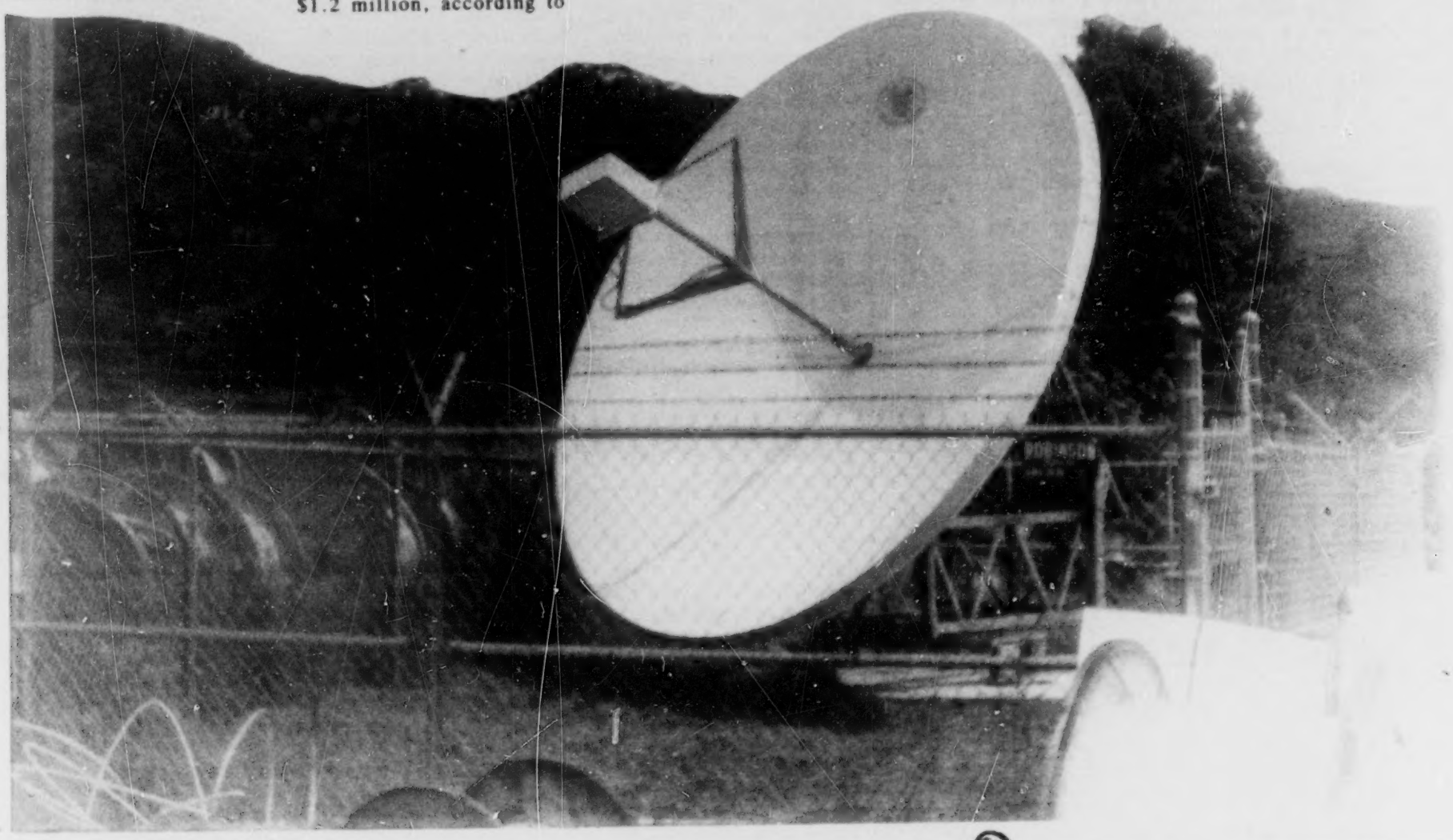
"Commercial cable companies just wouldn't come in here because of the extremely steep mountains and the four or five homes to the mile," said Ed Almond, economic development planner for the tribe. "They need about 35 to 40 homes to the mile to make it pay for them."

The system will cost about $1.2 million, according to Almond, but every home on the reservation will be served. Also, the Cherokees have put up over $300,000 of their own money to help complete the system, which will also be offered to motels with 1,800 rooms on the reservation and which are located on U.S. Highway 441 at the entrance to the Great Smoky Mountains National Park, a major tourist attraction passed by 10 million people annually.

The first phase of construction of the Cherokee Cable TV system began in 1979 with outside contract help and a $269,000 grant from the Department of Commerce's Public Telecommunications Facilities Program. But during the second phase of construction, two Cherokee Indians, who had been trained as cable TV technicians under the CETA program during the first phase, trained 10 other Cherokee Indian technicians. This present phase of the work is being completed by an all-Indian labor crew. "This has been a real plus for us," Williams said. "Furthermore, there is a lot of cable TV installation work going on in North Carolina and South Carolina and the fellows trained under our program should be able to get jobs after our system has been completed."

The local origination channel, which was to go on the air in September, will use TV equipment and facilities provided by the local community college and Cherokee High School. Tribal council meetings will be telecast regularly, together with health programs provided by the Cherokee Hospital. "We are also anxious to provide programs about Cherokee cultural activities and to share with our members programs created by other Native Americans," Williams noted.

All in all, the Cherokee cable TV venture, while it will not immediately become totally self-sufficient, promises to open up a host of educational and information exchange opportunities for members of the tribe. ■



# Calendar

## OCTOBER

24-28 International Agency for the Prevention of Blindness, Washington, D.C. (212) 684-3505.

27 National Association for Retarded Citizens, Dallas, TX (817) 640-0204.

29-30 United Neighborhood Centers of America, Central Lakes regional conference, Cleveland, OH (212) 679-6110.

American Academy of Physical Medicine and Rehabilitation, Houston, TX (312) 236-9512.

31-Nov. 5

## NOVEMBER

4-6 Association for the Severely Handicapped (TASH), 9th annual conference, Denver, CO (206) 523-8446.

5-7 Down's Syndrome Congress, 10th annual convention, and conference for Citizens with Down's Syndrome, Chicago, IL (312) 226-1416.

7-10 National Hospice Organization, 5th annual meeting: "Melding of Idealism and Realism," Washington, D.C. (703) 356-6770.

10-13 Women in Crisis, Inc., 5th annual conference: "Women and Work," New York City (212) 242-3081.

12 Sixty Annual Gerontology Conference, "Alzheimer's Disease and Related Dementias: Its Impact on the Family," Kean College, Union, NJ (201) 527-2605.

15 Institute on Clinical Practice in Child Welfare, National Association of Social Workers (held in conjunction with NASW Clinical Conference, Nov. 18-21), Washington, DC (301) 565-0333.

21-27 North American Council on Adoptable Children: Adoption Week. (202) 466-7570.

21-28 International Seminar on Health Psychology, Havana, Cuba (213) 825-0181.

## THE BOTTOM LINE

(Continued from page 1)

ACS America makes use of older people in a higher form of technology. In its "Wave III" program, the corporation provides people 55 and older with a free, 10-week course in computer programming. Graduates of courses in Florida and Washington, DC are now hired on a piecework basis.

Three private foundations—Ford, Benedum and Eckerd—are working with the Virginia State Welfare Department in programs to help children with problems and provide training and work experience for unemployed mothers on public assistance.

Prudential Insurance in Union County, NJ, is getting double duty from the vehicles in its vanpool program as well as credit for lending a hand in serving people of the area. During periods of the day when the vans would ordinarily sit idle, the insurance company loans them to the county transportation department to transport elderly people and other groups. The county furnishes the drivers and gasoline.

The Xerox Foundation has awarded $50,000 to Erikson Institute of Loyola University for a study of low-income black children's first encounter with formal mathematics instruction.

Hallmark Cards in Kansas City, MO, helped fund a study of day-care needs of working parents.

Mobil Oil is publicizing the work of the National Committee, Arts for the Handicapped, in a TV public-interest commercial to be aired nationally during 1982-83.

The business of philanthropy can be as free-wheeling and creative as any other activity, taking many forms and combinations. As shown by the examples, these activities can include:

- Contributing money.
- Contributing in-kind services.
- Forming partnerships with public agencies and community volunteer groups in areas of expertise and mutual interest.
- Participating on community boards.
- Encouraging employees to volunteer, by providing release time from work, for example.

Business firms that become involved in helping people can have a stronger voice in the shaping of human services programs in their communities.

R.B. Pariette, vice-president of sales for Johns-Manville Corporation, said, "We believe it is our responsibility to be in close touch with social problems that beset individuals, and to take positive action that will benefit all of us."

The phrase "benefit all of us" sums it up. ■

*Ed. note: Additional information may be obtained from Kae Rairdin, Office of Public-Private Sector Initiatives, OHDS, 200 Independence Ave., S.W., Rm. 332 E, Washington, DC 20201 (202) 245-2892.*

**hds**
human development services

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## COMMUNITY COOPERATION

(Continued from page 1)

Until recently, most of the high risk infants were lost to follow-up when they were discharged from the newborn nursery, and their needs were not identified nor remedial efforts made until they reached school age—when the optimal time for successful remediation has passed. While those infants with severe disorders were usually recognized and identified as needing ongoing care, those with less severe disorders, or with more subtle developmental disabilities, received no treatment because parents were not aware of the significance of the problems.

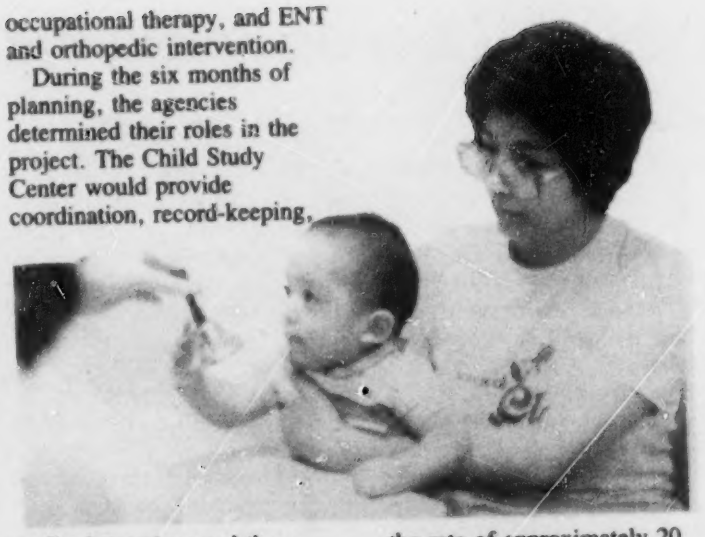
The Child Study Center, a comprehensive medical outpatient facility serving developmentally delayed and emotionally disturbed children, was especially suited to assume a leadership role in addressing the acute needs of these high risk infants. With its multidisciplinary team—including pediatricians, a psychiatrist, a dentist, pediatric neurologists, psychologists, social workers, child development specialists, audiologists, special educators and speech, occupational and physical therapists—the Child Study Center maintained a central role in providing children's services in the community.

At a series of meetings held in 1978, involving the Child Study Center, Tarrant County Mental Health/Mental Retardation Services, John Peter Smith Hospital, Fort Worth Public Health Department and the Texas Department of Human Resources, it was agreed that the most comprehensive array of services could be provided by means of a cooperative effort among these agencies. The goals in coordinating services were to use existing resources so as to maximize cost efficiency, increase benefits and reduce duplication of services. Out of the discussions came a cooperative project in Tarrant County known as the Child Development Program (CDP).

The mission of CDP was to provide early identification and intervention services to infants at risk for developmental disabilities and delays. A survey of existing infant services in the county identified three needs:

- Comprehensive diagnostic assessments of children's developmental status.
- Support services for families of identified children in the form of case coordination, family counseling and parent training programs.
- Services to the children in the form of infant stimulation classes, home programs and referrals to such specialized services as physical and occupational therapy, and ENT and orthopedic intervention.

During the six months of planning, the agencies determined their roles in the project. The Child Study Center would provide coordination, record-keeping,



pediatric services and the services of one social worker/parent educator. The county hospital would refer routinely all children treated in the Neonatal Intensive Care Unit to the social worker, who would visit the unit three times a week. She, in turn, would make home visits, describe the program to parents, enroll the child and schedule the child for the first medical clinic.

CDP rotating medical clinics would be held in the neighborhood clinics operated by the Fort Worth Health Department, with a pediatrician and social worker from the Child Study Center present, as well as a psychologist from Tarrant County MH/MR Services.

The Protective Services Unit of the Department of Human Resources was interested in including those children who were at risk for abuse and neglect; its responsibility was to provide coordination through DHR caseworkers and funding to provide further social services as the need arose.

In addition to receiving funds from participating agencies and the community, CDP received a small 3-year grant from the Administration on Developmental Disabilities, which recently refunded the program at a higher level.

The first infants were enrolled in the program in November 1978, and enrollment has since grown at the rate of approximately 20 children per month. By the end of 1981, the program was serving nearly 600 children who will be monitored until they are eight years old.

The rapid growth resulted in a constant interactive relationship among the agencies, building upon services, adding new ones, readjusting procedures and seeking out new resources. A number of additional agencies have joined the program and the original five have expanded their roles. At present, the Child Development Program provides assessment services through three weekly clinics, where physical and occupational therapy and pediatric, psychological, social, audiological and speech assessments are available. In addition to the clinic services, the social workers, serving as case managers, provide counseling and parent education through outreach services. The many adjunctive services offered through referrals and supportive activities combine to create a comprehensive, integrated program.

We believe that the success of the Child Development Program can be attributed to the recognition among participating agencies that cooperation is necessary to achieve an accomplishment of this scope. By reaching out into the community for funding through such sources as United Way, the program has been able to gain a wide base of support. By providing staff members for the program, agencies discovered a creative, cost-efficient way to provide comprehensive services while maintaining agency identity. It is imperative that agencies recognize, in these financially limited times, that the key to survival for many social programs may be through cooperative efforts, which can extend services at greatly reduced costs. ■

*Lois T. Case, A.C.S.W., is director of the Child Development Program, Child Study Center, 1300 W. Lancaster, Fort Worth, TX 76102.*

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November-December 1982

# Human Development News

## *The Kansas City Coalition: Meeting Human Needs Through Community Partnerships*

by Carolyn Reece

IN Kansas City, MO, a coalition involving the city, the private sector and the Heart of America United Way has found a creative solution to community problems stemming from unemployment and reduced social service budgets.

With combined funds totaling $2.1 million, the coalition has provided summer employment for almost 700 young people, continuing jobs for about 100 adults and emergency assistance--in the form of food, utility bill payments, help with housing costs and day care services—to thousands of residents of the metropolitan area.

The idea for the coalition was proposed in the fall of 1981 by City Manager Bob Kipp and William Hall, president of the Hallmark Educational Foundation. Hall approached Heart of America United Way, which promptly allocated $700,000 from its emergency assistance fund, which included money that had been awarded to United Way from the estate of William Volker, a long-time Kansas City resident and philanthropist.

Local businesses and foundations pledged a matching amount, as did the city. By last spring the coalition was formed and $2.1 million assured.

Coalition members targeted employment and emergency assistance as the most critical needs and divided the fund in half. United Way—through its allocating arm, United Community Services—administers $1,050,000 for emergency services and the city, under the supervision of the Board of City Trustees, oversees an equal amount for the employment program.

In the summer employment program for young people ages 14 to 21, "the city took pains to match each youngster's abilities with available jobs," reports Leslie Nordin, communications and marketing director for Heart of America United Way. Between June and August, the young people worked as hospital aides, clerical and maintenance workers and day care attendants. "Funds from the coalition are also allowing the city to set up an office where individual homeowners can call for teenagers to do yard work and other odd jobs," Nordin said. "City workers believe as many as 1,500 additional jobs for youngsters may be produced through this office."

*A city crew tackles painting and clean-up chores on an inner-city home that had been cited for code violations. Photo: Bill Mott*

Unemployed adults were hired and are working on projects of community interest—cleaning up vacant lots in the inner city, making minor repairs on homes (many of them owned by the elderly and the handicapped) cited for code violations, and mowing and trimming shrubbery in public parks.

(Continued on page 11)

## Public-Private Resources Help Put Youth To Work

by Patricia Rowe

*MY name is Dave Riddle and I am 19 years old. When I was in high school I was a troublemaker and I was thrown out of school. Nothing mattered to me then because I really don't think I knew what dropping out meant. My parents kept calling me a failure and I kept getting stoned.*

*I had two jobs in the next several months but they both ended with me walking out. I just simply got bored. After the second one ended, I felt like a real loser. I wished I was back in school and that I could start all over again. I felt I had to do something and accomplish it, for once.*

*Then I decided to go up to the 70001 office. The staff was really friendly and understanding and the Associates were just great, willing to help with anything. I decided to become a Hanover (PA) Associate. I started studying to obtain my GED, got pretty good scores on my tests, and in no time, finished testing. After finishing my GED, I helped tutor other Associates so they could finish their testing. I had also completed pre-employment training and was actively seeking employment.*

*Not long after that, our coordinator asked me if I would be interested in working in a bank. A Hanover 70001 Advisory Council member and assistant manager of a bank had been following my progress and felt I displayed the qualities needed to be an effective bank employee. Finally the day came when I found out I got the job. From that moment I felt like an achiever.*

*70001 played a big role in this. They provided the opportunities for me to experience success. They put me on the right track by offering advice and being there when I had a problem and sharing in the accomplishments. My life was starting to shape up . . .*

(Continued on page 12)

## Teen Actors Raise Funds To Aid Runaways

Photos: Jacquie Roland

by Carolyn Reece

*Matt Laborteaux and Rep. Ike Andrews (D-NC), chairman of the House subcommittee on Human Resources.*

MATTHEW and PATRICK LABORTEAUX, teenage stars of the "Little House on the Prairie" TV series, have launched a national fundraising effort to aid runaway and homeless youth.

Through their Youth Rescue Fund, the brothers aim to recruit young people throughout the country to raise money locally to assist existing programs and develop new shelters and counseling services for an estimated two million teenagers who leave home each year. The YRF also is working to make teenagers more aware of the problems and needs

(Continued on page 2)

In this issue

Indian Awareness Week (page 5)

Babies in Arms-Office Wave (page 6)

Wheelchair Self Defense (page 9)

HE23.10:

RUNAWAYS (Continued from page 1)

*Illustration reprinted with permission from "The New Teen Titans." © 1982, DC Comics, Inc.*

of runaway and homeless youth and to let them know that services are available to help teenagers in crisis.

"We established the Youth Rescue Fund on the principle that youth can help other youth." Pat, 17, told some 100 reporters from school newspapers who attended a September press conference in Washington, D.C. announcing the creation of the fund.

Matt, 15, explained how the YRF works. Concerned teenagers form peer councils, where they discuss community needs and ideas for raising money—through telethons, walkathons and car washes, for example—to assist local programs. Local advisory boards of civic and business leaders help the peer councils decide which programs most deserve their help, and also aid the councils' fundraising efforts.

Peer councils send their fundraising ideas to the Youth Rescue Fund (Falls Church, VA 22046), which sends a member of the Celebrity Peer Council—headed by the Laborteaux brothers and composed of about 15 other well-known teenage personalities—to represent the YRF and "draw crowds," as Matt put it.

"Money is raised locally and stays local," Pat emphasized.

The idea for the Youth Rescue Fund came up during a family conference, which the Laborteauxs hold regularly. "Matt, my parents and I were talking about the various fundraisers and special events we were invited to attend, and we decided to focus our energies on one cause we all felt was important," Pat said.

The boys were particularly sensitive to the needs of troubled youth. Each was orphaned at an early age and suffered psychological problems, which were later resolved with the help of their adoptive parents, Ron and Frankie Laborteaux, and counselors.

Support for the Youth Rescue Fund also comes from DC Comics, a Warner Communications Company, which has published a 2-part story about runaways in *The New Teen Titans* comic book series. "We produced these issues to alert kids to the dangers they face 'on the street' and to let them know that there is help out there," explained Marv Wolfman, co-creator with George Perez of the Teen Titans. He urged the young journalists to write about the problems of runaways and to be active in forming peer councils in their communities.

The Resource Development Institute of Falls Church, VA, a nonprofit organization, manages the fund and helps to schedule activities and public appearances. Ron Laborteaux serves as chairman of YRF; its board members include, in addition to the Laborteaux brothers, June Bucy, chief executive officer of the National Network of Runaway and Youth Services, Inc.; Brian Dyak and Steve Rorke of the Resource Development Institute; and professional runaway youth counselors.

The Laborteauxs will co-host similar press conferences with Warner Communications in other parts of the country to help spread the word that teenagers in crisis need help not only from adults but from other young people, too.

Additional information on the Youth Rescue Fund may be obtained from the Resource Development Institute, 140 Little Falls St., Suite 14, Falls Church, VA 22046. ■

*Pat Laborteaux*

## This worked for us

# Planning Partnership For The Elderly

by John Paul Marosy
and William Sen

IN 1982, Minuteman Home Care Corporation of Lexington, MA, made 136 new friends who contributed over $50,000 in support of our work to aid the elderly and handicapped. These new friends include 13 corporations, nine foundations and 114 individuals. We learned that a private fund drive, while unable to entirely replace state and federal funding, can provide benefits which go far beyond the dollars raised.

As the Area Agency on Aging for a 16-town area west of Boston (including the town of Lexington, where the Minuteman statue stands), our nonprofit agency has started creative home care, health, housing and legal programs to help elders continue to live in the dignity and independence of their own homes.

Early this year, the board of members voted unanimously to seek private funds to assure the start-up of a new service, Project Share-a-Ride (a coordinated transportation program involving 12 agencies), and to continue the existing levels of two others, Protective Services (aid to victims of elder abuse) and Home Delivered Meals. Future federal funding looked uncertain and we were determined to continue the development of needed cost-effective services. We selected as our most likely new supporters the growing high technology companies with plants in our service area, as well as several Boston-based foundations.

*John Paul Marosy (right) and corporation and government officials greet the first wheelchair van for Project Share-a-Ride.*

Active participation by the president of the board, Barbara K. Smith, was essential to the campaign's success. She and three staff members attended a workshop offered by Dr. Jeffrey Lant of Jeffrey Lant Associates, Inc., Cambridge. Using the procedures outlined in his book, *Development Today**, the board and staff began to recruit new supporters. Each of the board members contributed to the campaign, which helped in our approach to other groups.

The process used has four essential steps:

- Research the names of decision-makers in targeted organizations;
- Develop personal contacts with them;
- Send personalized letters to the contacts, with telephone follow-up;
- Coordinate public recognition with the development of services.

A few hours in the public library scanning the Standard and Poors Directory and the Foundation Directory for Massachusetts provided the names of officers and directors of the area's 20 largest companies and foundations. Board members reviewed these lists to identify personal and professional associates. Most of our board members are elders and long-time residents of the area and they knew a surprisingly large number of decision-makers.

A unique aspect of our fundraising effort was the receipt, early in the campaign, of a donation of $500 worth of word processing services in lieu of cash.

This gave us the ability to make each request for funds unique. Sample letters were typed and stored in the word processor memory. It was then possible to send a worksheet stating the name and address of the targeted potential donor, the paragraphs applicable to the request and the amount being requested.

Within a few weeks of the initial mailing, the Digital Equipment Company expressed its interest in helping. We launched the campaign at a press conference to publicly acknowledge the company's $5,000 gift.

A series of special events and press releases kept the campaign in the public eye until its conclusion at our September annual meeting. We found that the key to success is thorough and persistent follow-up. Contributions were received from one out of five of the companies and foundations we contacted.

Successful fundraising by a medium-size, nonprofit agency like ours is feasible if its goals are clear and its board members take an active part. Private funding gives flexibility and options for innovations not normally available with government categorical funds.

In 1983, we hope to involve our new partners in a search for adequate office space and in mapping out a service marketing strategy as part of our 3-year area plan on aging. In the process, we are helping them to see that their private dollars and expertise can complement the conscientious use of essential federal and state funding for basic services. ■

*John Paul Marosy is executive director and William Sen a board member of Minuteman Home Care Corporation, 20 Pelham Rd., Lexington, MA 02173.*

**"Development Today" is published by JLA, 50 Follen St., Suite 507, Cambridge, MA 02138.*

# Gulf + Western Foundation Announces Major Awards Program Grants

*The daily residential community meeting is the cornerstone of Live Oak Institute's program to make nursing homes more neighborhood-like and less institutional.* Photo: Mike McClure

THREE nonprofit organizations devoted to programs for the elderly have received grants totaling $500,000 under the Major Awards Program of the Gulf + Western Foundation, New York City.

The three, selected from approximately 850 formal applications, are: Independent Living, Inc., Madison, WI; Baypath Senior Citizens Services, Inc., Framingham, MA; and Live Oak Institute, Berkeley, CA.

The Major Awards Program was created to develop a program of corporate philanthropy in support of a limited number of projects that have successfully demonstrated new concepts of public service. For 1982, the focus was on the field of aging.

In announcing the awards, Samuel J. Silberman, foundation president, noted: "This innovative program represents corporate recognition of the importance of supporting creative, locally inspired social programs which give promise of replication elsewhere. I am delighted that our independent advisory committee has selected three such diverse and stimulating concepts to be supported by these grants."

The three organizations address a variety of older Americans' needs:

*Independent Living, Inc.*, founded in 1973, works to prevent premature or unnecessary institutionalization of the elderly. Its newest program, the Live-In/Caregiver project, matches older people with students or others who need housing and can provide supportive services. It promotes the use of existing resources and fosters the development of surrogate family and intergenerational relationships.

The foundation grant of $191,000 will be used during the next three years to expand the Madison program and extend it to other states in Wisconsin and other states.

*Baypath Senior Citizens Services, Inc.* has operated a job placement service for the elderly since 1979. During that time, almost 500 older workers have been placed in unsubsidized employment. More recently, the program has established congregate workshops for senior citizens who cannot go to an employment site on a daily basis but who, nevertheless, wish to work. Actual employment under this program fluctuates, but since its inception it has enrolled more than 150 older workers. Baypath is also developing a program to train older workers in word processing and data entry.

Baypath will use the 3-year grant of $169,000 to further develop its employment training program and bridge the period until adequate revenue is obtained through the local private sector for the congregate workshop and computer training programs to become self-sufficient.

*The Live Oak Institute* was established in 1977 to make life more fulfilling for people living in nursing homes. Institute staff members have worked with nursing home professionals and residents and have changed attitudes, improved communication and demonstrated that growth and learning go on at every stage of the life cycle. For Live Oak, an elder is a person "who is still growing . . . still with potential . . . who deserves respect and honor."

The $140,000 grant will be used by Live Oak over 18 months in an effort to foster changes in the delivery of long-term health care by expanding and replicating its model projects.

The target of the 1983 Major Awards Program will be announced later this year. Individuals and organizations interested in receiving announcements and information on applying for grants may contact Gloria White, Gulf + Western Foundation, 1 Gulf + Western Plaza, New York, NY 10023. ■

*Members of the Council of Elders of the Live Oak program at the Home for Jewish Parents were the only long-term care residents to participate personally in the 1980 county Conference on Aging.* Photo: Andy Partos

# ACYF Establishes New Regional Resource Centers

THE Office of Human Development Services has awarded grants to establish 10 Regional Resource Centers on Children and Youth Services.

The new centers—one in each HHS region—bring together and expand the functions of the regional resource centers on child abuse and neglect, established in 1974, and the regional centers on adoption and child welfare training, added in 1979.

Funded for a 2-year period by the Administration for Children, Youth and Families, the centers are expected to develop alternative support from non-federal sources so they can operate independently after the grants run out.

The centers are designed to work collaboratively with states in their region in those areas of children, youth and family services where states have the greatest need for assistance.

The resource centers will also work closely with parental organizations (such as Parents Anonymous and adoptive and foster parent groups) and others that are family-oriented.

To serve state and local agencies, the centers will: identify local, regional and national resources; determine state needs and match those needs with available resources; provide training and technical assistance; promote collaborative efforts among agencies serving children, youth and families; and provide resource material to state and local agencies.

According to Dorcas R. Hardy, assistant secretary for Human Development Services, the grants to the resource centers are among some 166 being awarded by HDS to private and public organizations to provide innovative approaches in support of state and local human services delivery, foster individual self-sufficiency and economic self-support, promote family stability, promote independent living, and stimulate improved use of private and public monies through better practices and better management.

The new regional resource centers are:

*Region I*
New England Resource Center for Children and Families
Judge Baker Guidance Center
295 Longwood Avenue
Boston, MA 02115

*Project Director:* Christina Crowe, (617) 232-8390
*Regional Project Officer:* Tina Burrell, CB/ACYF, (617) 232-6450

*Region II*
Region II Resource Center on Children and Youth
Cornell University
Family Life Development Center
College of Human Ecology
Ithaca, NY 14853

*Project Director:* Frank Barry, (607) 256-7794
*Regional Project Officer:* Matt Schottenfeld, CB/ACYF, (212) 264-1329

*Region III*
Region III Resource Center for Children, Youth and Families
Virginia Commonwealth University
School of Social Work
1001 West Franklin Street
Richmond, VA 23284

*Project Director:* Henry Gunn, (804) 257-6231
*Regional Project Officer:* Fred Digby, CB/ACYF, (215) 596-0390

*Region IV*
Southeastern Regional Resource Center for Children and Youth Services
University of Tennessee
School of Social Work
1838 Terrace Avenue
Knoxville, TN 37996

*Project Director:* Jean Blankenship, (615) 974-6015
*Regional Project Officer:* Jim Vaughn, CB/ACYF, (404) 221-2128

*Region V*
Region V Resource Center on Children and Youth Services
University of Wisconsin-Milwaukee
School of Social Welfare
P.O. Box 786
Milwaukee, WI 53201

*Project Director:* Adrienne Haeuser, (414) 963-4184
*Regional Project Officer:* Thelma Thompson, (312) 353-8065

*Region VI*
Region VI Regional Resource Center for Children, Youth and Families
University of Texas at Austin
School of Social Work
Austin, TX 78712

*Project Director:* Rosalie Anderson, (512) 471-4067
*Regional Project Officer:* Pat Murphy, CB/ACYF, (214) 729-6596

*Region VII*
Region VII Children, Youth and Family Center
University of Iowa
Institute of Child Behavior and Development
Oakdale Campus
Iowa City, IA 52319

*Project Director:* Charles Abel, (319) 353-4791
*Regional Project Officer:* Bob Fain, CB/ACYF, (816) 374-7342

*Region VIII*
Region VIII Family Resource Center
University of Denver
Graduate School of Social Work
Denver, CO 80208

*Project Director:* Bob Annin, (303) 753-2886
*Regional Project Officer:* Oneida Little, CB/ACYF, (303) 837-3106

*Region IX*
Region IX Consolidated Resource Center for Children and Youth Services
California State University-Los Angeles
5151 State University Drive
Los Angeles, CA 90032

*Project Director:* Shelley Brazier, (213) 224-3283
*Regional Project Officer:* Audrey Barker, CB/ACYF, (415) 556-6178

*Region X*
Northwest Resource Center for Children, Youth and Families
University of Washington
School of Social Work
4101-15th Avenue N.E.
Seattle, WA 98195

*Project Director:* Dianne Branon, (206) 545-1669
*Regional Project Officer:* Margaret Sanstad, CB/ACYF, (206) 442-8111

# CB Curriculum Provides Hope For Special Needs Children

by Elaine Peters

A foster child's dream of being adopted may have a better chance of becoming a reality as the result of a new curriculum designed to train adoption workers in placing children with special needs. Special needs children are defined as those with mental, physical or emotional handicaps, older children and minority children.

Developed by the University of Georgia's Office of Continuing Social Work Education under a contract with the Children's Bureau, Administration for Children, Youth and Families, the 50-hour curriculum is geared toward adoption and foster care workers who have basic social work skills but limited experience in placing children with special needs.

The curriculum offers workers training to prepare prospective parents to adopt special needs children. Workers assist parents in focusing on such areas as parental decision making, the kind of children parents wish to adopt, and the skills parents need to adopt children with special needs.

Workers also receive instruction in helping foster children deal with difficult past life experiences. The worker is trained to understand children's feelings of separation, attachment and identity which may result from separation from birth families and moving from one family to another. Through this understanding, the worker can help children deal with these problems.

In addition, the curriculum, *Adoption of Children with Special Needs*, deals with such topics as legal aspects of adoption, postplacement services and responses to recruitment efforts.

The 9-unit curriculum contains five basic sets of materials, including four new films (one in Spanish), two existing films and four videotapes. Materials were developed with a panel of experts from across the country following extensive review of all existing adoption training materials. The result is a unique comprehensive curriculum. For the first time, information for training the adoption worker to become more effective in placing the child with special needs is available in one consolidated program.

Each unit can be used independently, with no unit designed as a prerequisite to another. "Agencies can vary the procedure as well as offer additional training. The curriculum need not be thought of as a complete program. In some cases, more instruction may be needed," said Thomas D. Morton, project director. Morton points out that an understanding of child development, human behavior and interpersonal skills is necessary to implement the knowledge from the curriculum effectively.

After field testing and revising the curriculum, trainers held sessions on a regional basis to instruct 300 representatives of those expected to use the curriculum.

The curriculum has been well received. "Some adoption workers feel that it is the best they have seen," Morton said.

"Some adoptions are not smooth transitions," Morton notes. "By using this training program, perhaps adoption workers can help eliminate some of the pain and suffering which both families and children may experience." The curriculum will, at the least, improve the quality of the adoption process.

The curriculum has been distributed to state child welfare agencies and selected private agencies for use in in-service training programs. Information regarding the availability of the curriculum may be obtained from the Regional Resource Centers on Children and Youth Services (see accompanying story for addresses) or by contacting Elaine Schwartz, Children's Bureau, ACYF, P.O. Box 1182, Washington, D.C. 20013.

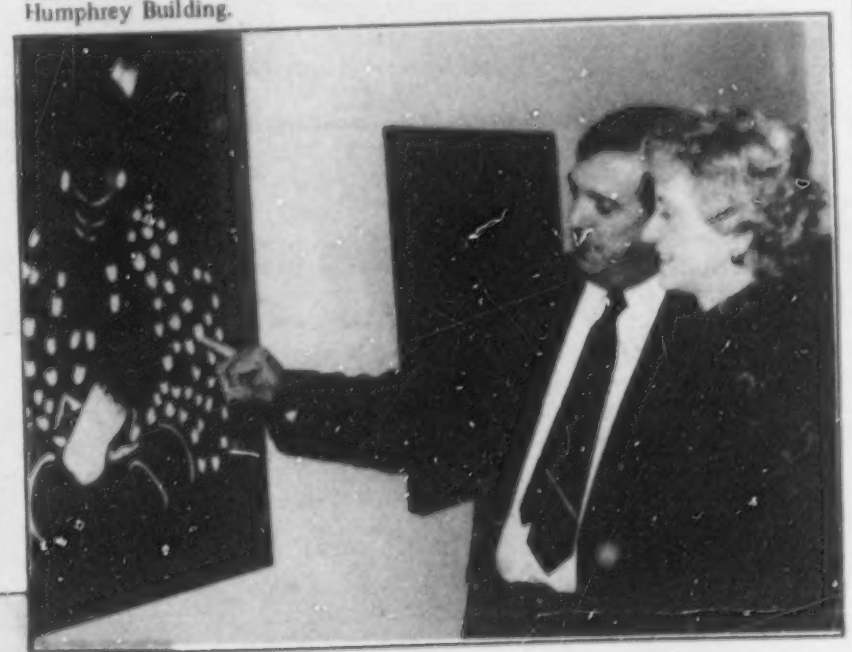
*Elaine Peters, an intern in the OHDS Office of Public Affairs, is a student at Assumption College, Worcester, MA.*

# American Indian Awareness Week

**Highlights of a ceremony on October 29 at the Hubert H. Humphrey Building in Washington, D.C.**

Demonstrating a traditional dance are Lucille Dawson, Narragansett, ANA, and Dr. Edwin Richardson, Abnake-Ute, of HDS' Office of Policy Development. Far right: Gerry Waterman, Mohawk, performs a war dance wearing an Oklahoma Fancy Feather Dancer's costume.

A. David Lester, then commissioner of the Administration for Native Americans, Retha Gambaro and HHS Secretary Richard S. Schweiker officially open a special exhibition of paintings by American Indian artists. The exhibition was mounted by Via Gambaro Galleries, Washington, D.C., in memory of Solomon McCombs, artist, former U.S. State Department employee and vice chief of the Creek Nation who died in 1980. The 56 paintings by artists representing more than a dozen different tribes were on view during the week at the Humphrey Building.



Dorcas R. Hardy, assistant secretary for Human Development Services, and A. David Lester examine a detail of "Crow Indian" by Kevin Red Star, Crow. Opposite are photographs of two other paintings in the show: "Vision Quest by McCombs (above) and "Gathering the Herd" by Jerry Ingram, Choctaw.

Photos: Lisa Candelarco, Louisiana State University

# Babes In Arms--Once More

by Jean Glenn

AT Charity Hospital in New Orleans, LA, nearly 7,000 babies are delivered each year. But until a little more than a year ago, their mothers never held them in their arms until minutes before they were dismissed from the hospital.

During the average 2-day stay in the hospital's 16-bed maternity wards, a mother didn't get a chance to rock her baby, diaper it or play the timeless game of "counting fingers and toes." Neither could she breastfeed her infant until she went home.

"Unfortunately, the percentage of mothers who even attempted to breastfeed was less than 1 percent," said Dr. James Carter, chairman of Tulane Medical Center's Department of Nutrition and clinical professor of pediatrics.

Dr. Carter, also an attending physician at Charity, thought that with sufficient information, encouragement and support, a great many more mothers would be convinced that breast milk was best for the health of the babies—if the program of education began before delivery and was continued afterward.

There were several very real problems to consider. The first was staffing such an educational program. The neonatal staff, like the rest of the hospital, was fairly well stretched to its limits. There was also the question of space. Where could the mothers go to nurse their children if they had a chance to do it? The large wards, with washing and toilet facilities "down the hall," plus the painful memory of an epidemic of infant diarrhea that took the lives of eight babies many years ago, were factors that couldn't be dismissed lightly. Finally, there was the question of money. Who would be willing to invest in a model program that, if it were successful, might be replicated in other large public hospitals with similar problems?

Dr. Carter began to search for a sponsor. "I had heard a few years ago that Nestle had a grants program in North America for nutrition research designed to improve the health of pregnant women and young children," he said. "Also, I understood that they were interested in programs that had a direct impact on communities. I decided to see if they were interested."

Meantime, Mrs. Rosetta Lawrence, R.N., supervisor of the neonatal unit at Charity, was already thinking about finding a way to bring mothers into contact with their babies before they went home. No one was more aware of the potential hazards of ending the isolation of mothers and infants. A 35-year veteran at the hospital, she had lived through the epidemic and was also concerned about the fact that nearly one-third of the new mothers were teenagers whose infants were often high risk and needed respirators to survive.

"Sometimes," she said, "it's more like 50 percent of my patients are in in their teens. It's almost like babies having babies."

That realization didn't diminish her concern for the experience being missed by the larger population of healthy mothers and their children. To her, "bonding" was an old idea with a new name. So, she thought, if she couldn't bring babies to the mothers, maybe there was a way to bring the mothers to the babies.

"I don't know exactly when I started to try to do something about it," she recalled. "I guess it goes back to the first time I saw those new mothers with their noses pressed against the glass of the nursery."

But, as in any large hospital or other organization, change

comes slowly. Mrs. Lawrence got support from Goldie Hugenel, R.N., Charity's clinical director of maternal and child health, who said that she and her predecessor had recognized the need for bonding.

"We had planned to do it," she said. "I know Dr. John Bobear, director of the hospital, and Mr. Charles Lazare, the administrator, were supportive of the idea. It was simply a matter of priorities. Patient care, for example, had to come before that. Although everyone was cooperative, Mrs. Lawrence did do all the footwork."

Some of the footwork she did included finding a storeroom that had once been an office, and at another time, a delivery room. Its chief advantage was its proximity to the nursery. Its drawback was the long walk—about the length of a football field—the mothers would have to take to get there. Still, it seemed like the best bet the crowded unit could offer and Mrs. Lawrence went after it.

She appeared before the space committee, which gave the go-ahead provided she could find another place for storage.

She offered them an unused section of an old solarium.

She met with everyone from the medical director and the administrator to the board of directors. Between meetings, she managed to get the room brightened with a new coat of paint; made it more accessible and private by having new doors cut; and dubbed the place "The Mothers' Inn." Finally, she began her campaign for rocking chairs to furnish the room.

"That was the easy part," she laughed. "It seemed like everyone wanted to help by then. One of my nurses talked to her minister who told the story to his missionary board. Another nurse and I went together for one rocker. Community organizations, businessmen, doctors—all donated some chairs. At the end, I only needed four more. And the wives of the doctors at Louisiana State Medical Center surprised me with a check for the exact amount of those last four chairs. It was one of the nicest things that happened."

Mothers' Inn was officially opened in August 1981. At first the room was available for use only during the week, mostly because no one was certain about the mothers' reaction to the long walk. They needn't have worried.

"Even the 'C-sections' made the trip." Mrs. Lawrence said. "And I'll tell you, I never saw any place where there was so much happiness and peace."

In the interim, Dr. Carter's request for a grant from Nestle came through. The grant was made to Tulane. Louisiana State University Medical Center also participates in the project under the general coordination of Dr. Betty Oseid, clinical assistant professor of pediatrics at LSU and a visiting physician at Charity.

"The grant made it possible for us to hire a registered nurse, Joan Sullivan, who has had broad experience in community nursing and had been a leader of La Leche League International," Dr. Oseid said. "Under her tutelage and with the help of two licensed practical nurses we also hired, the breastfeeding program began last February."

The team talks informally with pregnant women when they come to the hospital clinic for their prenatal appointments. Dr. Oseid or Mrs. Sullivan gives one of the more structured talks scheduled during the usual five visits most of the women make before delivery.

"Because most women make the decision to breastfeed before they deliver, we make sure that at least one of us is in the clinic every day," Mrs. Sullivan said.

After delivery, the team continues to see the mothers who expressed an interest in breastfeeding. Where? At the Mothers' Inn, of course. They help position the babies, answer mothers' questions and put them in touch with a network that has developed since the project began.

"When the mothers leave, we keep in touch with them by phone for as long as they are nursing the baby," Dr. Oseid explained. "There is also an informal network in operation. These are young mothers who are our 'graduates,' so to speak, who volunteer to call their friends to offer them encouragement and support. We've also worked with staffs at the child health clinics in the area and give in-service talks to nurses and other professionals here at the hospital during the year."

The result of their efforts is evident. From the one percent of nursing mothers Dr. Carter spoke of before the project began, the number had increased to 16 percent by last August. And Mothers' Inn now is open seven days a week.

"We're aiming for 18 percent," Mrs. Sullivan said. "We're also trying to insure that the project continues. Truthfully, that shouldn't be any problem. I think we did something, that's true. But I believe the work and the Nestle grant just enhanced the possibilities of starting the breastfeeding program earlier than the hospital might have managed it."

Dr. Neils Christiansen, director of scientific research for the Nestle Coordination Center for Nutrition Inc., in Washington, D.C., cited the Charity Hospital project as typical of the kind of "meaningful and productive projects" of particular interest to the center.

"We are looking for closer involvement in the community in the field of research and nutrition. Obviously a project that can be used as a pilot venture and replicated successfully in other parts of the country or North America has great value to everyone connected with it."

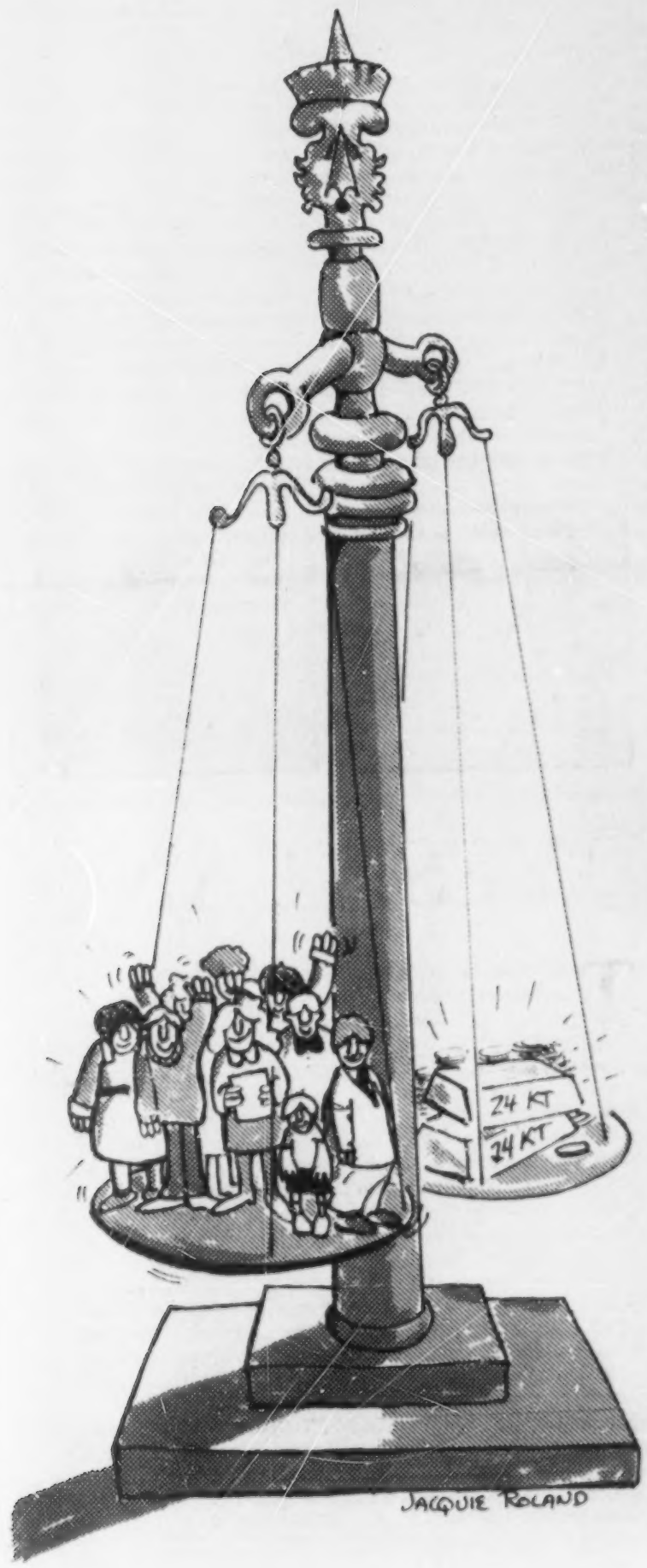
He indicated that future research would emphasize "curative and preventive programs" featuring greater involvement with community-based groups.

"After all," he said, "Henri Nestle, founder of the company, was a chemist who invented a baby food made of milk and grain to feed problem babies who could not nurse or had difficulty feeding. It follows that nutrition research has been a Nestle tradition worldwide and spanning nearly a century."

Dr. Christiansen said he was encouraged by the mounting interest of the American scientists and nutrition educators who have requested information on the grants and fellowship programs sponsored by the Coordination Center. ■

# Administrative Volunteers Are Worth Their Weight In Gold !

by Katherine H. Noyes




More than ever, volunteers are being seen as a way to provide maximum service to clients with minimum cost to the agency. However, the decision as to who will assume the role of *leading* these volunteers is one which ultimately affects how the volunteer program is structured and managed.

Some agencies are able to have at least one full-time salaried position of "director of volunteers." But in many other instances, the role is assigned to a staff member who already has other responsibilities and for whom the volunteer program is something appended to his or her "regular" job.

It is these "part-time" directors of volunteers who often become overwhelmed by the amount of work involved in coordinating a successful volunteer program. Volunteer management is a multi-faceted, time-consuming job, and requires that certain basic task elements be done—regardless of the amount of time available to do them. The part-time director of volunteers must find a way to reconcile the demands of the job with his or her overall work schedule and other responsibilities.

One effective way to cope with this dilemma is to form a team of people who will share the leadership role with you—a team of volunteers. After all, if you enjoy managing volunteers, why not share this challenging responsibility and get necessary help at the same time?

Recruit some "administrative volunteers" whose assignments are completely focused on aspects of volunteer program management. Having volunteers assist *you* directly in this way has two additional benefits: it demonstrates to the rest of staff that you, too, are willing to utilize volunteers in substantial ways; and it offers meaningful assignments to those volunteers preferring administrative rather than direct-service roles.

Do *not* confuse administrative volunteers with clerical workers. Administrative volunteers are actually "assistant directors of volunteers," carrying major responsibility for key aspects of program coordination.

Select administrative volunteers on the basis of their special skills and as a complement to your own strengths and weaknesses. Trained administrative volunteers should be able to substitute for you in your absence, knowing enough about the *overall* operation of the program to act for you. They can also attend meetings on your behalf. Yes, it takes time to train a volunteer to be such an assistant, but the long-term pay-off is well worth the effort.

Consider the following task areas that could be delegated to an administrative volunteer. Each area could be a self-contained volunteer assignment, or one administrative volunteer could handle several tasks, depending on his or her weekly schedule with you. (As you read these suggestions, think about the kinds of skills and interests a volunteer would need to have to handle each area—you'll find that your cadre of administrative assistants will be a very diverse group of people.)

- *Orientation:* designing a standardized orientation program; scheduling sessions as needed; lining up necessary speakers; inviting new volunteers to attend; chairing sessions; conducting facility tours; assembling handout material; following up with those who do not come; conducting special, adapted orientation sessions for groups or individuals.
- *In-service training or other volunteer group meetings:* identifying needed or desired topics/speakers; scheduling training dates; inviting speakers, publicizing sessions, coordinating refreshments, room arrangements, etc.; chairing sessions; evaluating training.
- *Research:* conducting intensive studies on subjects requested by you and/or the agency; reviewing reference books and journals (this includes keeping you informed on voluntarism resources); conducting written and oral surveys; contacting outside sources of information; writing for resource materials and keeping track of responses; writing reports and analyzing data. You might even find an administrative volunteer who wants to develop and run an agency library.
- *Resource finding:* "scrounging" materials and items needed by either the volunteer program as a whole or by specific direct-service volunteers; identifying necessary items and potential donors; publicizing donation needs; contacting donors or resources; keeping records of all contacts and results; thanking resources utilized and giving them public credit; letting volunteers and salaried staff know of items available.
- *Newsletter:* acting as editor for a regularly-published volunteer newsletter or other in-house forms of written communication; soliciting articles; interviewing key people; gathering announcement data; maintaining distribution list; supervising typing and layout; selecting art work and making design decisions.
- *Project coordination:* supervising a cluster of volunteers involved in a project not directly under the jurisdiction of a salaried staff member. Such projects may be experimental or may provide an extra service—anything that would fall to *you* to supervise if you did not have an administrative volunteer.

As "project coordinator," a volunteer should have the responsibility inherent in the title, including some recruiting and screening of other volunteers for the project, training and supervising project workers, keeping records on project progress, etc. In essence, the project coordinator keeps the project going, with you providing periodic support.

- *Liaisoning:* keeping in touch with volunteers and salaried staff on a periodic, informal basis to assure that everything is going smoothly; providing volunteers an extra "ear" as a sort of ombudsman service; helping volunteers who work "in the field" maintain a strong connection to the program.
- *Representing you:* being your representative at community gatherings such as tours of new community agencies, government hearings, conferences and conventions, meetings with continuous sources of volunteers (church board meetings, college field placement program meetings), etc.

My experience has been that once you have administrative volunteers on board, you'll wonder how you ever survived without them. They can make a tremendous difference in how much a volunteer program can accomplish, and relieve an overburdened coordinator. If a director of volunteers is in the position of having to provide *complete* leadership within a *fragmented* timeframe and with *limited* resources, all potential sources of help must be explored. From the double perspective of time management and program development, recruiting administrative volunteers to share the leadership job makes a lot of sense. ■

*Katherine Noyes, author and consultant, is assistant director of ENERGIZE, a Philadelphia-based training and publishing firm specializing in volunteerism. This article was taken in part from* No Excuses: The Team Approach to Volunteer Management *by Susan J. Ellis (director of ENERGIZE) and Katherine H. Noyes.* *© 1981, ENERGIZE.*

# Wheelchair Defense Program Shows Handicapped Can Protect Themselves

Photos: Carl Nilson

by Patricia Rowe

HANDICAPPED persons need not lose their freedom because of fear and the feeling of vulnerability to an attacker. That's the positive message of *Wheelchair Self-Defense: How to Wheel and Deal With Your Attacker*, a self-protection program for the handicapped developed by two veteran police officers, one a paraplegic.

The 31-minute program, available on ¾-inch, color videotape cassette, strives to foster the idea that "You Will Not Be a Victim." Over 30 techniques are demonstrated on the tape, which was designed as a teaching tool. Based on several forms of martial arts, including karate, jujitsu, taijutsu and aikido, the wheelchair techniques presented can be mastered by watching the movements several times and practicing them.

*Wheelchair Self-Defense* employs principles of the weakest point escapes, unbalancing techniques, pressure against joints and vulnerable area strikes, with various combinations of these movements adapted for use from a wheelchair. The videotape illustrates how to use the wheelchair as a weapon and how to repel an attacker in a lethal manner if a life-or-death alternative develops.

The program is the brainchild of Steve Reddish and Lt. Jim Bullard, who have a combined 35 years of police experience. Reddish, confined to a wheelchair 12 years ago after an on-duty motorcycle accident as a patrolman for the Memphis Police Department, is now an education / employment counselor and coordinator for the Spinal Cord Injury Service at the VA Medical Center in Memphis, TN. As a wheelchair-bound police officer, Reddish worked as an undercover officer and detective for five years. Bullard, a 25-year veteran of the Memphis Police Department where he was physical education and self-defense instructor for over 20 years, has developed a self-protection program for women and has also published a book, *Looking Forward to Being Attacked*, which is being distributed internationally.

During Reddish's 3-year tour of military duty in the Far East, he became proficient in the techniques of three styles of karate—one Chinese and two Ryukuan. He successfully utilized these techniques on several occasions in his undercover work, in one case overpowering a 6-foot, 3-inch, 260-pounder harassing him in an empty elevator. Bullard holds black belt degrees in several of the martial art forms and has over 20 years experience in modifying and testing usable techniques in real life situations.

In 1976, Reddish's recognition of the need for a self-defense program for the handicapped to enable them to "enjoy the security, protection, and freedom from intimidation known by most able-bodied people" was the spark for his meeting with Jim Bullard that eventually produced the wheelchair self-defense program.

To date, most of the video cassettes have been distributed to colleges with handicapped student service departments, independent living centers for the handicapped and rehabilitation centers. Reddish currently is writing a book that will expand on the techniques demonstrated in the videocassette, including defense measures for persons using canes, crutches, walkers and other aids.

*Wheelchair Self-Defense: How to Wheel and Deal With Your Attacker* is $190 (including postage and handling) and can be previewed for a rental fee of $40, which will be applied to the purchase price. Information on purchasing or previewing is available from Steve Reddish, Para-Media Productions, 2080 Sharon Lane, Memphis, TN 38127. ■

## Letters

### ADD Minority Projects

I thought that the article in *Human Development News* summarizing the results of the first year of our seven pilot projects focusing on the special problems of minority developmentally disabled persons was well done ("Disabled Minority Members Underserved," August-September 1982).

However, I would like to correct one major omission: our projects in New Mexico and Arizona do not simply focus on "rural populations." Rather, they are working to improve the delivery of health and human services to American Indians with developmental disabilities. The project in Arizona is concentrated on the Navajo Reservation and the New Mexico project has both rural and urban components.

Jean K. Elder, Ph.D.
Commissioner
Administration on
Developmental Disabilities
Washington, D.C.

### Human Services Organization

The National Commission for Human Service Workers (NCHSW) is a new organization that currently registers paraprofessionals working in mental health, developmental disabilities, corrections, substance abuse, and other human service settings. Workers who register with the NCHSW are listed in a national directory and receive evidence of their registration and a subscription to a worker newsletter.

Early next year, the NCHSW will also make available a national, competency-based certification system for these workers. To become certified, a worker must meet the eligibility requirements (training and work experience) and successfully complete an assessment process. The NCHSW also provides technical assistance to human service agencies in the areas of paraprofessional manpower development and training.

We will be pleased to provide *HD News* readers with further information.

Angela Holweger, Ph.D.
Executive Director
National Commission for Human
Service Workers
615 Peachtree St., Suite 820
Atlanta, GA 30308

# YES, I CAN

THE Foundation for Exceptional Children is beginning the second year of its program, YES, I CAN!, which was established to recognize the capabilities of disabled children and youth.

Funded by a grant from the Shell Companies Foundation, Inc., YES, I CAN! is designed to help disabled children and youth overcome barriers caused by disability or public misconceptions, to encourage them to seek their highest potential and to increase public awareness of the abilities, aspirations and normal personal qualities of disabled people.

Through last year's program, over 600 handicapped children and youth received a personalized certificate of achievement attesting to an accomplishment. This year, YES, I CAN! hopes to reach out to many more.

To be eligible for a certificate of achievement, a disabled young person, age 2 to 21, must be nominated by two persons in any one of the following categories: academics, arts, athletics, community service, employment, extracurricular activities or independent living skills.

Young people for whom two nomination forms are completed and submitted will receive a personalized certificate of achievement, a local publicity announcement and consideration for inclusion in other published materials. All nomination forms must be postmarked no later than January 15, 1983.

To receive forms, send a self-addressed stamped envelope to: YES, I CAN!, Foundation for Exceptional Children, 1920 Association Dr., Reston, VA 22091. ■

## Worth Noting

**LESTER RECOGNIZED.** A. David Lester, commissioner of the Administration for Native Americans and a member of the Creek Nation, has received the 1982 Jay Silverheels Achievement Award, which recognizes an outstanding American Indian who has achieved personal success while contributing to the improvement of American Indian communities. The award is presented by the United Indian Development Association (UIDA).

UIDA also honored persons in the public and private sectors who contributed most to American Indian economic progress during 1982: Ken Smith, assistant secretary for Indian Affairs, U.S. Department of Interior, for his newly instituted policy on Economic Development Initiatives, and Robert McIntyre and the Southern California Gas Co., which is a founding member of the UIDA Council.

**USET.** For 13 years, United South and Eastern Tribes (USET) has been providing a forum for the exchange of ideas among 12 Indian tribes in six states from Maine to Florida. USET grew out of an Inter-Tribal Council formed in 1969 in Cherokee, NC, to bring together 12 distinct tribes to work toward a common goal of self-sufficiency. Today, USET, Inc.—the administrative and coordinating arm of the council—also works to promote an understanding of Indian culture and needs to non-Indian society. Executive Director Rex Evans explains, "USET does not speak for the tribes as individuals. It focuses on issues that affect all of the member tribes—and I believe that's its key to success."

USET is located at 1101 Kermit Dr., Suite 800, Nashville, TN 37217. Member tribes are: the Houlton Band of Maliseets, the Penobscot Nation, the Passamaquoddy Tribe with Indian Township and Pleasant Point (ME); the Seneca Nation and the St. Regis Mohawks (NY); the Eastern Band of Cherokees (NC); the Mississippi Band of Choctaws; the Coushatta Tribe and the Chitimacha Tribe (LA); and the Seminole Tribe and the Miccosukee Tribe (FL).

**REICH HONORED.** Alan A. Reich, president of the National Office on Disability, has been selected for the 1982 Dr. A.B.C. Knudson National Rehabilitation Award. The award, a joint presentation of the Association of Medical Rehabilitation Directors and Coordinators, the American Association of Rehabilitation Therapy and the American Corrective Therapy Association, recognizes significant contributions "to the advancement of the ideals and practices that shape the modern framework of rehabilitation medicine." Previous recipients include Senator Hubert H. Humphrey; Mary Switzer, former commissioner of the U.S. Office of Vocational Rehabilitation; and Eunice Kennedy Shriver.

**INDIANS FOR HIRE.** Native American Media, 11275 Mass. Ave., Los Angeles, CA 90025, runs a nationwide job bank to help place Native Americans in hourly and professional jobs. The organization collects resumes, screens individuals and coordinates referrals on 37 reservations and in 158 cities. It also collects resumes of upcoming college graduates and sets up appointments between college recruiters and Native American student associations.

## Sources & Resources

RECORDING MEMORIES. *How To Tape Instant Oral Biographies* (Guarionex Press, Ltd., 201 W. 77th St., New York, NY 10024. $4.95 plus $1.00 shipping and handling) contains step-by-step directions for children to follow in interviewing older relatives and friends. Written by journalist William Zimmerman, managing editor of *American Banker*, the paperback book has space to record a family history as well as interviewing tips and questions designed to prod even the most reticent interviewee into sharing life stories, anecdotes and memories.

FILM CATALOG. *Native Americans on Film & Video* provides detailed descriptions of nearly 400 films and video tapes about Indian and Inuit people and lists Native American media resources and special film projects. Copies of the $5.95 catalog are available free to Indian organizations and tribes from the Museum of the American Indian, Film Dept., Broadway at 155 St., New York, NY 10037.

GUIDE FOR DISABLED. Disabled residents of San Francisco—and newcomers and visitors, too—will find useful information on housing, transportation, recreation, employment, vocational training and other subjects in a 46-page *Resource Guide*. Free copies are available from United Cerebral Palsy Association of San Francisco, 814 Mission St., San Francisco, CA 94103.

PERCEPTIONS. Practical advice and help for parents of children with learning disabilities, and the professionals who work with them, is offered in *Perceptions*, a bimonthly newsletter. Issues include columns by professionals, articles on new programs, reports on research in the field and book reviews. Subscriptions are $12.00 a year from Perceptions Inc., P.O. Box 142, Milburn, NJ 07041.

BOOKS ABOUT INDIANS. The Indian Historical Press, 1451 Masonic Ave., San Francisco, CA 94117, has published a booklet listing books that are intended to develop a better understanding of American Indians. Copies of the booklet, *Books About American Indians*, are $1.00 each.

STRETCHING $$. Holding lotteries and art auctions and borrowing executives from local corporations are among the many dollar-stretching ideas for agencies provided in *How to Manage Cutbacks and Develop Local Funding Sources*. Single copies of the 22-page booklet are available for a $1 postage and handling charge from the Center for Management Systems, Box 259, Akron, IA 51001.

**BEREAVEMENT AND FATHERHOOD**—Two 30-minute color documentaries produced by WHA Television in Madison, WI are geared to professional workers and community and educational organizations. *Beginning Again: Widowers* describes how three widowers, aged 39 to 66, with different lifestyles, overcame their grief and adjusted to new routines in housekeeping and social life. *Whatever Happened to Dear Old Dad?* profiles four families in which the fathers changed their lives to take more active roles in parenting, including a divorced father's co-parenting role and a new father's involvement in his baby's birth. Available on videocassette, each is $90 for nonprofit groups and $175 for profit-making groups, and can be purchased or previewed by contacting WHA-TV, Distribution Dept., 821 University Ave., Madison, WI 53706.

**EMPLOYMENT AND THE ELDERLY.** Funded by the Department of Labor and published by the National Urban League, *32 Million Older Americans* is a 26-page handbook for employers and social service agencies summarizing trends, issues and laws regarding utilization of the older worker. The result of a series of Seminars on Hiring Older Workers sponsored by League affiliates across the country, the manual is available for $2.00 from Seniors in Community Service Program, National Urban League, Inc., 500 East 62nd St., New York, NY 10021.

**MODEL PUBLIC-PRIVATE PARTNERSHIPS.** The experiences of seven major U.S. cities in building successful public-private partnerships are examined in *Public-Private Partnership in American Cities: Seven Case Studies*. The diverse cities—Pittsburgh, Baltimore, Chicago, Minneapolis, Dallas, Portland (OR) and Atlanta—mobilized local business, government and civic resources to foster economic development, strengthen neighborhoods and improve the quality of public services. Published by Lexington Books, D.C. Heath and Co., the report is available for $25.00 hardbound, $19.95 (plus $2 postage and handling) softbound, from the Committee for Economic Development, 477 Madison Ave., New York, NY 10022.

# Cumberland County Struggles To Preserve Indian Heritage

by Kenneth W. Maynor

THE Cumberland County Association of Indian People (CCAIP), an urban Indian organization in Fayetteville, NC, was founded in 1963 by Indian elders. The group originally operated as a social club and youth recreation center and carried out volunteer projects in the community.

In the late 1960s the association raised money to buy two acres of land and build a 4,000-square-foot center, which was completed in 1973. A few years later, with funds from the Office of Native American Programs (now the Administration for Native Americans) and the Department of Housing and Urban Development, additional services were developed and a day care center added.

By 1977, CCAIP's staff had grown to 40 with a budget, from federal and private funds, of $1.5 million. The center was crowded with staff and community projects, and the association found itself having to rent facilities from a county commissioner.

Desperate for space, the association's board of directors saw a likely target: the long-closed Les Maxwell School, which had been the only Indian high school in Cumberland County during pre-integration years. Closed in 1969 when Indian students were integrated into the county school system, Les Maxwell had since been used by the county board of education for storage and office space.

In 1978, the association's executive director and board appealed to the county commissioners to regain control of the building. By acquiring the school, they said, the association could establish a cultural and service center that would be appreciated and used by the entire community. The building would house staff and a variety of other activities—which by now included a library and museum, cultural and recreational programs, education, employment and training programs and Head Start and day care centers.

The commissioners voted, unanimously, to lease the school to the association for $1 a year. Problem solved, right?

Wrong! Moving plans came to a halt when the board of education continued to use the school because, officials said, "the move would cost at least $100,000." For 14 months no action was taken by either the county commissioners or the school board to move the school system out and the Indians into Les Maxwell.

During this time, though, the association was slowly gaining support, and calls and letters began arriving at the county commissioners' offices—and at the local newspapers. The county Human Relations Advisory Commission, community civic and social organizations, our Congressional representative and many others all helped to make the issue front-page news for weeks and garner much support for the association's effort.

School officials continued to argue that there was no other facility available to them, and both the school board and the commissioners balked at the estimated $360,000 construction cost of a new building. The association continued to seek compromises and submit new proposals.

After several more weeks, an agreement was reached: that the county board of education should move into other facilities *provided* by the county. A "Contract of Lease for the Property of Les Maxwell School" was signed over to the Cumberland County Association of Indian People.

By December 1980, the school board had evacuated the building and relocated in facilities furnished by the Fayetteville City School Board. The next month the association reclaimed permanent residence at a school that had belonged to the Indian people since 1959.

More than 150 Indian families live within walking distance of the new 20,000-square-foot center, which sits on 12 acres of land. Eight acres are available for development and, in the meantime, some of the land is used for sports activities. The property is adjacent to the two acres also owned by the association, and the former center now houses the day care center.

No renovations to the school were required. Kitchen equipment was added to the cafeteria and a hot water heater to the classrooms that house the Head Start program. The school board left 12 air conditioners, valued at more than $7,000, and a 6-foot chain link fence covering four acres, worth about $10,000.

Today, the land and building housing the new Indian center are worth in excess of $1.5 million. Even more valuable is the role the center plays in preserving Indian heritage in Cumberland County—and the symbol of perseverance it represents. ■

*Kenneth W. Maynor, a Coharie Indian, is a journalism major at Lee College. He was a summer employee with the Cumberland County Association for Indian People.*

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KANSAS CITY (Continued from page 1)

An Emergency Fund Oversight Committee was established to determine how the other $1,050,000 could best be allocated to address social service needs. The goal was to assist temporarily those individuals most severely affected by program cuts.

Three program areas were selected for funding: day care, programs for the elderly and "across-the-board" emergency assistance. The committee also decided to provide short-term grants to help small voluntary agencies survive until they could locate alternative funding sources. Four subcommittees developed guidelines for allocating the money and, last summer, eligible nonprofit human service agencies in the 4-county greater metropolitan area were invited to submit proposals.

Requests were received from 78 agencies, with proposals totaling more than $3.1 million. "We were impressed with the quality of the requests for funding we received," says Charles Wilson, associate director of United Community Services. "It was a frustrating process to determine which projects should receive grants."

Nine agencies serving the elderly received grants totaling almost $300,000 to provide essential services through new or expanded programs. With its funds one agency is recruiting and training volunteers to provide transportation for the elderly and the handicapped; another is using community resources to allow moderately-impaired senior citizens to remain in their own homes.

Three agencies providing day care share funds totaling $238,000. Two are expanding their programs to provide day care for infants—a need identified by the oversight committee as particularly urgent.

Among the 11 small agencies to receive survival grants totaling $185,530 is one that works to place black children in adoptive homes and another that distributes surplus USDA commodities.

Proposals were not solicited in the area of emergency assistance. Rather, the committee selected 17 emergency assistance programs, most of them administered by social service and church-affiliated agencies, to receive a total of $350,000. During the summer $150,000 was used to help more than 500 families with utility bill payments and food, housing and medical needs. The remainder is targeted for prevention programs—winterization, energy conservation and consumer education, for example.

The committee also suggested that an Emergency Assistance Task Force be established to coordinate services and to provide efficiency and long-term planning of alternatives and solutions to related emergency assistance problems, such as high utility rates.

A report detailing the Emergency Fund Oversight Committee's recommendations for funding and the criteria established to determine need is available from Charles Wilson, United Community Services, 605 W. 47th St., Kansas City, MO 64112. ■

(Continued from page 1)

THIS is just one of thousands of success stories made possible by a national nonprofit corporation with the unlikely name of 70001 Ltd., which prepares disadvantaged high school dropouts, ages 16-21, for the world of work and places them into private sector jobs. From a single pilot project begun in 1969 with a grant from the Thom McAn Company, 70001 has grown into a national network of nearly 40 programs in 16 states. The network has trained and placed over 15,000 high school dropouts into unsubsidized jobs during the past six years alone. Spurred by this success, the Department of Labor in 1976 awarded the first of what is now an annual series of contracts to help expand the 70001 network. Participants in the program have earned over $16 million in wages and paid more than $4 million in taxes. Supported by both public and private funds, 70001 has won the formal endorsement of over 70 members of Congress and 50 major corporations and trade associations.

*Mock job interviews are an important part of 70001's pre-employment training.*

In addition to providing a tested pre-employment training program, 70001 offers a mechanism through which public and private resources can be combined in a united assault on the problem of youth unemployment. This, according to 70001's chairman of the board, Roger D. Semerad, is "a significant development, the potential of which is only beginning to be realized." From its beginning, the organization believed that the youth unemployment problem can be solved with a commonsense partnership between the private and public sectors. A major reason for its rapid growth has been support from the business community, political officials and civic leaders throughout the nation.

The foundation of this partnership approach is a network of locally administered programs, called "Affiliates," which have years of experience in linking public and private resources. 70001's role is to provide the program model and monitor its implementation. What makes the program work is the alliance of government, education, business, community-based and volunteer organizations.

70001 works with agencies in many states, providing aid in needs assessment, staff training, problem-solving, public relations, seminar design and operations, dropout prevention and evaluation. In serving young people, 70001's basic program components are educational instruction, motivational support and job placement.

Potential participants are carefully screened by 70001 staff to determine their interests, educational levels and work-related skills, needs and aptitudes. The 70001 model is built upon a close personal relationship between Associates and staff. This commitment to caring and support is vital. Staff work closely with Associates to set individual life and career goals and help overcome problems with drugs, alcohol or personal relationships.

The heart of a 70001 program is a 2 to 5 week program of "Pre-Employment Training" (PET), during which Associates learn such basic survival skills as how to fill out a job application, read a newspaper want ad and handle a job interview. Also during pre-employment training, many Associates begin studying for their high school equivalency (GED/ABE) exams. Nationally, more than 18 percent of Associates earn their GED diplomas while in 70001, nearly double the percentage reached by federally-funded basic education programs. Thousands more Associates earn their GEDs later on.

In 1979, a new type of 70001 program emerged, again with impetus from the private sector. The Detroit Pre-Employment Training Center has equipped over 3,600 young adults with the pre-employment skills and attitudes necessary for success in the working world. Over 61 percent of the center's graduates available for work have been placed into unsubsidized private sector jobs. Hundreds more have chosen to continue their educations or join the Armed Forces. These successes are particularly notable because they have been achieved despite the chronic unemployment that plagues the Detroit area. Administered and operated by 70001 and funded by the General Motors Foundation, Ford Motor Co., The Budd Company, the City of Detroit and State of Michigan, all working closely with the Detroit Public Schools, the Detroit Pre-Employment Training Center gets an effective handle on turnover and absenteeism among entry-level workers that cost firms millions of dollars annually in lost productivity.

Recently, a major 2-year independent study of 70001 by the Department of Labor found that an average of 80 percent of young high school dropouts who complete 70001's pre-employment training are placed into private sector jobs within two weeks and begin earning wages that quickly exceed those of a comparison group also studied. Results of the federally funded study were so encouraging that the Labor Department has commissioned a follow-up report.

According to Richard de Lone, president of the independent research firm Public/Private Ventures, which conducted the study: "Since youth will be the target of about half of the more than $3 billion in Federal funds to be spent next year on employment and training, this research provides important evidence that some program types do work and represent a sound investment of public funds."

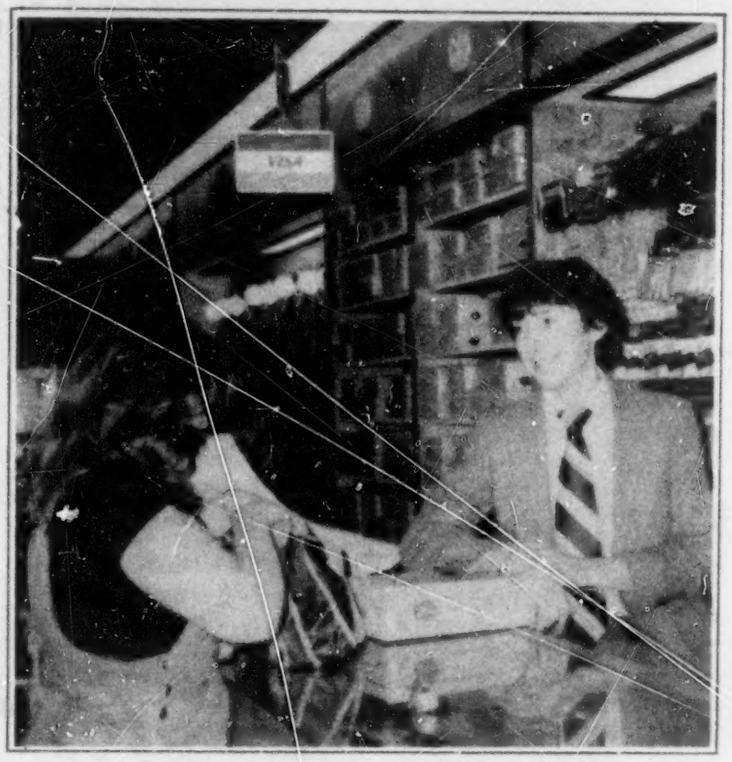
The study tracked the job-hunting success and performance of about 1,000 poor, minority high school dropouts ages 16-21 living in five cities: Atlanta; Richmond, VA; Tulsa; Boston; and San Antonio. About half the young dropouts were participants in 70001 (or a similar unaffiliated program, Jobs for Youth). The other half were non-participants, matched according to age, sex, race and other factors.

The study found that 70001:

- served youth most in need: minority high school dropouts with poor academic skills and little job experience;
- did not place significant numbers of youth in "fast food" jobs that are relatively easy to land;
- built a positive and enduring relationship with private sector employers, who showed little reluctance to hire disadvantaged youth;
- developed high-quality employability skills and attitudes in participants, 30 percent of whom were judged by their employers to be better workers than their nonparticipant peers;
- can easily recruit youth and place them into jobs without the payment of stipends, allowances or other subsidies;
- is extremely cost-effective and adaptable in a variety of settings.

Copies of the research study, *The Impact of Pre-Employment Services on the Employment and Earnings of Disadvantaged Youth*, are available for $5 each from Public/Private Ventures, Inc., 1701 Arch St., Philadelphia, PA 19103.

Further information on 70001 is available from Max Elsman, 70001 Ltd., The Youth Employment Company, West Wing, Suite 300, 600 Maryland Ave., S.W., Washington, DC 20024. ■



*A Claymont (DE) 70001 Associate on the job.*

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